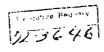
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2 8 JUN 1972

Des	·	 	

As you reach the end of your active career of Government service. I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting pride to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment to the years shead.

Sincerely,

ent Richard Boles

Richard Holms Director

Distribution:			t
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OF/RAD/ROB (3257 (21 June 1972)

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ADMINISTRATIVE - INTERNAL USE ONLY

30 June 1972

AAAA TAA TAATA
1. The retirement of Subject, effected as a result of a
memorandum from the Head of his Career Service stating that
he is surplus to the needs of the Service and that his retirement
will be recommended to the Director under the provisions of the
CIA Retirement and Disability System pertaining to involuntary
retirement, in no way implies an adverse action. Subject signed
an application for retirement of his own volition in order to
qualify for an immediate retirement annuity. The liberalized
criteria for such separations was established by the Agency to
parallel similar actions under the Civil Service Retirement
System in accordance with FPM Letter No. 831-23, dated
10 December 1969.
10 December 1707.
· 2. Any inquiry received concerning the nature of the
separation of Subject from the Agency should be confirmed simply

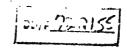
MEMORANDUM FOR THE RECORD

as a retirement.

ADMINISTRATIVE - INTERNAL UST ONLY

Chief 'A Retirement Affairs Division

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1 2 MAY 1972

MEMORANDUM FOR :	· .
SUBJECT : Involuntary Retiren and Disability Syste	nent Under the CIA Retirement em
1. This will confirm a previous disc problem of a surplus in your career service to new reduced ceiling and the consequent no At that time you indicated your willingness t reaching its reduced personnel ceiling by ac	of on-duty strength in relation eed to effect a reduction in personnel. o assist your career service in
2. Accordingly, and in order to esta involuntary retirement under CIARDS, I hav to the needs of your career service and will the Director, effective 30 June 1972. 3. I urge you to contact the Retireme Personnel, where every effort will be made and assistance you may need in preparing for	e determined that you are surplus recommend your retirement to ent Affairs Division, Office of to provide whatever information
	Thomas H. Karumessines Deputy Director for Plans
	Departy Director for Flans
NOTED: 19 June 1972	
NOTED. 11 June 17	, ,
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CONFIDENTIA!

Execute	Registry
32 . 93	01.

CIA RETIREMENT AND DISABILITY SYSTEM Request for Retirement

A .	Name of Applicant : DOB	_ 11 November 192!
	Crade: CS-16. Position: Chief of Station,	1 11 110 101111001 176
	Office/Division: European Division	
	Caroor Service : Clandestine Rervice	- E - =
	CONTRACTOR OF THE SECOND CONTRACTOR OF THE SEC	
II.	Date Requested for Retirement: 30 June 1972 (Involuntar Age at that Date: 46 Years of Creditable Service: 25 Years of Agency Service: 21	1 0 m
	Years of Qualifying Service : 13	مثنی کی
m.	Applicant's Career Service Recommends: Reasons for recommending disapproval	Dieapproval
IV.	Retirement Board Recommends: Reasons for recommending disapproval	Disapproval
	Director of Fersonnel Recommends: X Approval	· ·
	Reasons for recommending disapproval.	binapprova.
•	Reasons for recommending disapproval:	2d, JUN 1972
'5\$4\1	Resons for recommending disapproval:	manuschen von der
() F ₃ \ 1	Director of Personnel	² D, JUN 1972
() F ₃ \ 1	Director of Personnel	² D, JUN 1972
() F ₃ \ 1	Newsons for recommending disapproval: /s/Harry B. Fisher. Director of Personnel Action by Director of Cantzai Intelligence: Approved	2d, JUN 1972 Date

COMILLANIAL



5 May 1970

MEMORANDUM FOR:	Secretary,	CSCS Board		
SUBJECT :	Recommendat	ion for Pr	omotion to	3S-17 -
1. It is re	commended t	hat		be pro-
moted to GS-17. and has served as	He has been COS in	in grade	ns GS-16 sir e August 196	ice June 1965
previous assignme	nt was as D	eputy Chie	f, SB Divisi	ion.
2. The reas	ons for this	s promotio	n are amply	covered in my
fitness report of extensive trip th	this same or rough the E	date. I h uropean ar	ave just ret ea. during w	urned from an
chance to see and	talk with	n vory lar	go number of	officers is one
of two whom I am	recommending	for prom	otion as a r	esult. Le is
one of our very fintellect and abi	lity persons	ally to har	ndle operati	ons which very
few of his colleag the future of the	rues can mat	tch. He is	s one of tho	se on whom
that the promotion	is more th	an justif	led.	everal or many many that
	•			•
			/s/	7
			Chief	
	•	Euro	pean Divisi	on ·
	٠			
12 4			•	
13 August 1970				
Acting Chief,	EUR Division	, confirmed	i this nominat	ion for the
Fall 1970 Review.	*	•	•	
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147 7/1		•	Clandestine S	ervice
of Promoted by SCS Board	m			
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7.	CKEI			
	2. DATE OF BE	R T M		3 GRADE
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4. OFFICE, DIVISION, BRANCH (OF OVERBEAR Station and existing cover if lateral assignment)	8. PRESENT PO	SITION		6. EMPLOYEE EXTENSIO
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3. DATE OF REQUEST	9	S. ROOM NUMB	ER AND BUIL	DING 18. EXTENSION
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MEMORANDUM FOR	Director of Central Intelligence
THROUGH :	Deputy Director for Plans
SUBJECT :	Appointment of as Chief of Station,
Station, 1967, is recommendated.  2. July 1950, and Deputy Chief, S	has been an employee of the Agency since is presently assigned as an Operations Officer, oviet Bloc Division, GS-16. A biographic ing information regarding his Agency experience is attached.
uno eruzinano, a	Rolfe Kingsløy Chief European Division
1 Attachment Biographic Pro	ofile (Parts 1 & 2)
Deputy Director	
The recommendati	on in paragraph 1 is APPROVED:
Director of Cent	27 CFT 167 ral Intelligence Date
,	

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3 October 1966

NEMORANDUM FOR:	Mr. Seciculary Clandestine Services Career Service Board
SUBJECT:	Mr. Promotion to GS-17
1 September 1965 SR Division. As ance in that posi- the Soviet Bloc I	was promoted to GS-16 on 6 June 1965. was Chief, CI Group, SR Division. On he was appointed Peputy Division Chief, his fitness reports attest, his perform- tion was outstanding and when in May 1966 Division was created he was named Deputy the new Division.
fitness reports i performance. It gifted officer wh knowledge make a priority programs important, in con next level of the tienal growth and	s little that need be added to previous n my evaluation of
hé capable of ass or staff in the C officers in our s	With time (he is forty-one) he will uming the senior position in any division S. He is clearly one of the outstanding ervice.  Tayla L. Murphy Chief, Soviet Bloc Division
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DD/P 6-1089 16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

BUBJECT

Appointment of a Clandestine Services
Career Trainee Selection Board

1. A Clandestine Services Career Traines Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

Member Member Chairman Member Member

- 2. The Board will review all files and assessments of CTs who have finished the Operational Familiarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will proclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.
- 3. In interviewing the CT candidate The Board will:
  - a. Attempt to determine the CT's motivation and suitability for Service in the CS.
  - b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.
  - c. Review the CT's assessment by the A & E Staff.

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- d. Attempt to determine the following:
- (1) The CT's willingness to serve overseas as directed by the CS.
- (2) The mobility and suitability of the CT's family, if any, for overseas service.
- (3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.
- (4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.
- (5) Such other items as The Board may consider relevant in the interview of specific candidates.
- o. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.
- 4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.
- 5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.
- 6. CSPS will provide administrative support to The Board, and will ensure that CT's now attached to the Staffs and Divisions are present for the interview and

that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

> Desmond FitzGarald Deputy Director for Plans

Distribution:

2 - each Staff & Division Chief 1 - each DDP Training Officer

1 - each DDP Senior Training Officer

4 - DC/FI

1 - DC/SR

1 - C/SOD1 - DC/CA

1 - DC/WE

5 - C/CSPS (for file)
1 - Director of Training

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1 - Deputy Director of Training1 - Chief, Career Trainee Program

1 - COS/Isolation

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S E C k E T (When Filled In)

14 July 1966

MEMORANDUM FOR:

THROUGH

: Head of C8 Career Service

SUBJECT

Notification of Designation as a Participant in the CIA Retirement and Disability System

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 3 July 1966.

Emmett D. Echols Director of Personnel

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SECTOR EYES ONLY

27 October 1964 MEMORANDUM FOR: Secretary Clandestine Services Carcer Service Board SUBJECT: Promotion to GS-16 is without question among the best qualified of the senior officers in SR Division and is also one of the most competent officers in the Clandestine Services as a whole. Few have had his preparation or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr.

marvelous combination of CS experience, substantive knowledge and enthusiasm, the Group has become one knowledge and enthusiasm, the Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage throughout the world. of At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of

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to absorb this workload stems not only from Mr.
capacity for professional guidance but his ef-
Tectiveness in leading and inspiring those under him.
3. record to date reveals a high degree
of specialization in yet it would be mis-
leading indeed to conclude that his professional interests
and potential are confined to this field. His contribu-
tions to the broader problems of have
been invaluable particularly in the way in which he has
suggested new techniques for attacking
abroad.
4. I consider an outstanding officer to
whom the Clandestine Services will turn for the exercise of
still greater responsibilities in the future. He is fully
qualified for promotion to GS-16. I urge that he be promoted
now in recognition of the work he has done so far and the
potential he possesses for a productive career at the top
level of Clandestine Services officers.
tevel of clandestine Services officers.
·
Land L. Marrie G.
David E. Murphy
Chief, SR Division

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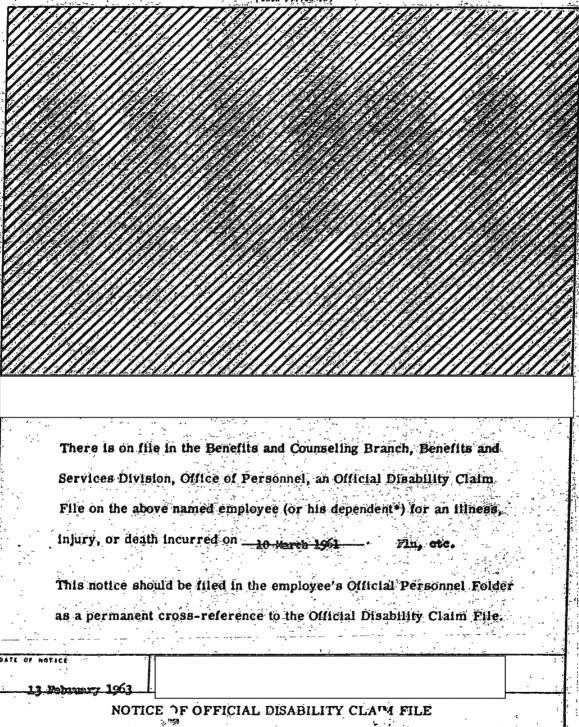
SECRET There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on in hand tel. This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File. CATE OF WITH NOTICE OF OFFICIAL DISABILITY CLAIM FILE

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14-21-331

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14-21-35)

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DODS 63-397

10 October 1963

MEMORANDUM FOR:		
	Chief, CI Branch, SR Divis	ion
SUBJECT:	DODS-Sponsored Orientation for Contact Division Field	
	TOP CONTROL DIVISION FIGURE	VIDUUID A
	express my appreciation for	
pation in our tra September 1963.	on balance, this program,	from 23-27 which was
designed to famil	iarize 00/CD personnel wit andestine Services and the	h the general
problems of	went very well.	barercarar
Your presen	tation stood out as one of	the highlights
of the program an	d received unanimous comme	dation from
the OO/CD officer	-trainees. Your able expose contributed heavily to the	sition on a most e success of
the program and i	s indeed much appreciated.	
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	C. TRACY HARNI	<b>S</b>

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(When Filled In) REQUEST FOR PERSONNEL ACTION 5 October 1962 056010 NATURE OF PERSONNEL ACTIO Reassignment LEGAL AUTHORITY (Completed by Y TO CF FUNDS. CF TO W CF TO CF 3134 1000 1000 IO. LOCATION OF OFFICIAL STATION P. OMEANIZATIONAL DESIGNATIONS Chief, Operations and Plans Counterintelligence Branch Office of the Chief Washington, D. C. I. POSITION TITLE 12. POSÍTION NUMBER 13. CAREER SERVICE DESIGNATION Pol Officer 2nd Sec Ops Officer (Br Ch) 14. CLASSIFICATION SOMEDULE (GS, LB, otc.) 19. OCCUPATIONAL SERIES -9620 FSR-0136.01 OS. 18. REMARKS From DDP/EE Recorded by CSPD Acopy to Office of Security. DATE SIGNED " 180. SIGNATURE OF CAREER SERVICE APPROVING DATE SIGNED 79 als 6 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE -CFF4CE COO'Set EOD DATA 38; CAPELO CATESCO 36 5f24. 2749. Cast. 12-6762-2570-5876-FERLI /FERLIG JASLAGAZE. ou šauli, seculitai od. 6 - 0017EB CAR/BÉSÉ PROV/TEMP. C ... up onesicus stavics ...
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MEMORANDUM I SUBJECT	OR: Director	r of Personnel			
Accordi	ng to inform	ation received	from the De	partment of	State
Subject has	been promoted	FSR-	6 \$ <u>8,655</u>	to .	
FSR-5	<u>\$ 8,755</u>	effective _	5 February	1961.	
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cc: Compensation & Tex Accounts Branch
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h. A mature appearance, an especially nature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended manisously that he be promoted to B-12 at a recent meeting of the Promotion Pourds.

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PRESCRIBED BY GENERAL
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HEG 5 49 30. 1: DATE OF REQUEST REQUEST FOR OFFICIAL PERSONNEL FOLDER (SEPARATED EMPLOYEE) 7/27/57 Submit in duplicate to the Pederal Records Center, St. Louis, Mo. SECTION I-TO BE COMPLETED BY REQUESTING OFFICE General Services Administration Records Management Service, Region 6. Federal Records Center 1724 Locust Stroot St. Louis 3, Mo. S. FORMER FEDERAL EMPLOYING OFFICE (Aleno); bureau or againstant, address, and dates of employm Lept. of State 1/15/18 to 11/30/18 (If formerly employed by agencies in addition to above, list under Item 7) 6. PERSONNEL FOLDER ACTION (Check appropriate bos) e CUBREATLY EMPLOYED REQUEST TRANSPORT OF FOODER COVERING PREVIOUS FEDERAL EMPLOYMENT FOR PERNAULT RETENTION 7. REMARKS SECTION II-FOR USE BY FEDERAL RECORDS CENTER, ST. LOUIS, MO. CONCOLIDATE ATTACHED PAPERS WITH FOLLOW PREVIOUSLY d FLAGGEO, FOLDER TO BE-FORWARDED WHEN LOCATED b. FOLDER ENCLOSED " . FOLDER PREVIOUSLY REQUESTED IS ENCLOSED FOLDER FORWARDED ON A LOAN BASIS IN LIEU OF INFORMATION REQUISTED. IF EMPLOYEE IS REHIRED, FOLDER SHOULD BE RETAINED BY YOUR ASSENCY. c. FOLDER HOT LOCATED 9. REMARKS NOTE.—Original will be used as charge-out by Federal Records Conter. Duplicate will be returned as transmittel sheet when appropriate.

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5 August 1956

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Chief of Operations, DD/P

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Attachment: LDCJ Namo deted 10 May 1955

Director of Personnel

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18 Hay 1955

#### MINORANDON FOR THE RECORD

The request of for permission to remain employed by this Agency after marriage is approved subject to the following:

- 1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the carriage will have in impairing what otherwise appears to be an outstanding career with this Agency. Subject, although young, has demonstrated exceptional ability and great promise and has been promoted well ahead of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this. Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters as well. Certain elements are required of high level employees of the Agency will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not enhance his career development.
- 2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently arrange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

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C. P. CABELL Lieutenant Ceneral, USAF Deputy Director

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11 APR 1955

Invitation of reversal

Attas Korman R. Paterelli Chief of Piesson, Austria

Administrative/Ferrannel

Promotion Recommendations

Kindly advise us of the status of the following recommendations for presection submitted by this Rissians

(Eava 6376, 19 March 1 (EAVA 6661, 15 April 1 (MAVA 7068, 11 May 195

Nector A. Valrileld

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#### APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the	Chief,	KUBAR	K			ام وه البهاد المالية المجدد المالية	
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I submit herewith my application for membership in the Career Staff defined below:

"The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and l'accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

MEMBERSHIP IN THE CAREER STAFF APPROVED, TO TAKE EFFECT1_JUL_19	54-	•	(Signature)
FOR THE CHIEF, KUBARK,  EXECUTIVE DIRECTOR  KUBARK SELECTION BOARD		19	(Date)
	SECRET		(1955)

	Chief, RE		12 May 1954
٠	Chief of Mission, Austria		 EAPOE
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•	Recommendation for	Promotion -	

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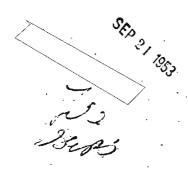
h. A mature appearance, an especially mature manner, and an excellent social presence have emabled Subject to move freely in the local scene. We consider him an extremely valuable scenar came of Moor, and recommended unanimously that he be premoted to S-12 at a recent meeting of the Promotion

John M. Paley

Distribution

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CLASSIFIED MESSAGE NOV 1951 35-85 CENTRAL INTELLIGENCE AGENCY 16 SEP 53 IN 18833 TO: DIRECTOR, CIA FROM: SH REP VIENNA HOUTINE ACTION: EE 6 15572-16 EP 53 INFORMATION FI / ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2, PEPS/2, FI/AI 2 VIEW 0958 TOT DIR ACUIN. APPIVED 15 SEPTEMBER 53. END OF MESSAGE



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CLASSIFIED MESSAGE CENTRAL INTELLIGENCE AGENCY 16-SEP 53. IN 18935 TO: DIRECTOR, CIA FROM: SI REP VIENNA HOUTINE ACTION: EE 6 15572 16 EP 53 INFORMATION: FI /ACCIIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2 PERS, 2, FI/AI 2 VIEN 0858 TO: DIR VOTIN APPIVED 15 SEPTEMBER 53. END OF MESSAGE.

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#### SECKET

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Security Information

Date: 2 Sapet 53

Control Intelligence Agency 2430 E Street, H. W. Washington, D. C.

#### Contlement

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum turm of two years from the date of my arrival at my overseas post of duty, unless torninated by the Covernment for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:
- (a) If I resign in less than twelve months from the date of my arrival at the coverses post of duty, I shall reimbured CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (t) If I resign between the twelfth and twenty-fourth month from the date of an arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four menths from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, Lousehold goods, and personal effects to the United States".

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	SECUPITY INSPORTATION  CLASSIFICATION	
		DATE: 27 February 1953
TO : Chief, EE ATTN:		DATE:
FROM : Chief of Mission,	Austria "yo	To Active Lea
SUBJECT: GENERAL - Administrat	ive	
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Master on the Tour or ame		
2 Since his a	rrival has continual	lly showed himself as a
great asset to the Mission.	After a period of techni	ical work and agent handling,
was made chief of the	Section	for the Mission in November
		is section and in handling
and training the four person	ns whom he supervises.	
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o upon his ari	rivel in vience, that he can ha	v little German. He has now andle German speaking agents.
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Security intermation

Attachment - Job Descrip.

Distribution: 2 EE - 1 Wer FORM HO 51-28 A 1 Admin - 1 Rile

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SECRET SCLASSIFICATION : Chief, EE
Attn:
: Chief of Mission, Austria SBH/nPD SUBJECT: GENERAL Administrative securice Transferred Leave -1. Form 1150 concerning subjects was forwarded is forwarded to leadquarters for appropriate action. 2. Subject had no break in service.

Attachment as noted

Distribution: 2 DE 1 Grewer

î Cratlas L'Adrin

i File 201

CLASSIFICATION

#### INCOMING CLASSIFIED MESSAGE

#### CENTRAL INTELLIGENCE AGENCY.

SECRET

VIENNA "

ROUTINE

SPECIAL OPERATIONS

- 19 JUN 51

FDM (1-2-3)

IN 45599

INFORMATION: | LD (4) AD/SO (5), ADMIII (6), PDC(7), CFD (8-9-10),

VIEN 5632

TO: WASHE CITES VIEWE



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	Assistant Attache
	Vienna
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Nuru No. 294

#### OUTGOING CLASSIFIED MESSAGE

#### CENTRAL INTELLIGENCE AGENCY

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PACE NO.

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ROUTINE

Kleinin

SPECIAL OPERATIONS

15 WY 51

CONFERNATION POC (1)

OUT 51984

INFORMATION: AD/SO (2), FOM (5), S/C (4-5-6), DDP (7)

Puraphrase Not Regulred. Bandle as SBCRET Correspondence per Pars. 11 (1) 664 AR-1004

WASH 41779

TO: VIENE

CITES WASH

RE: MAY-W 3292

SUBJECT OF REFERENCE IS

Just

H. LITTLE

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o THEENY

HELEASING OFFICER

OBIGINATING AND COORDINATING OFFICERS

AUTHENTICATING OFFICER

TOD:

SECRET

COPY No.

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4. C. YEAS Andletent Director

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SECRET .

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Contral.

Intelligence Agency, Washington, D. C.

SILEFT

To:		· · · · · · · · · · · · · · · · · · ·		
FROM	FDM-			
SUBJECT:	Request for I	Designation -		
16	is requested th	at necessary	steps be tak	en to obtain
, , , , , , , , , , , , , , , , , , , ,	design	nation for the	following e	mployee:
•				

Elizabeth C. Dunley For: Chief, FDM

TOWN ALL A ROLL IN I trust 30m (ADD) : #970 Total Sponsor Name Percei (Opa) Gradia a Selley US-9 Sequent for Title from Physical (State) Division Title Requested Vett Consul
Replacement for Clairel Licate 2.0 45 and attacks (Patters request to MISS 19 March 1951 Robert to This Calle iono to 1 16 2 6 51 7 363 Property Sent /2 March /151 March Enysical & Inoculations 88-890 teck korm 3%-1 Propayed R. & D Report 616 Contract signed in-terring Internstional Corrigions tale tog Info Form OSP-34 to individual ; Form DSP-3h received 5 Marsh 51 Form PS-123: 15.80% A Thearigh Popa Life. (PSI-Jh) Form Fs-319 Drie Firmin Division Bodge Plefed up STYPE CHILLIANCE Proceediesta

SICEBT

TOTAL BY TIME

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FROM: FIN SUBJECT:

It is sequested that subject be transferred from the German T/O to Slot No. 6 of the External Section "A" (Vienna). This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

SACRET

ONLICE MANORANDON	•	· .	• • •
701			
PRON:			
SURJECT:			

DATE: 16 February 1951

For the convenience of the Department of State, it is requested that the appropriate socurity certification be propared and forwarded to the Department of State as soon as nossible. The subject is to be assigned to Violet, Austrian.

JOSEPH S. PYVI

SEGRET



Flermor

6 Peternary 1951

<b>TO</b> 1	Overe sea. Dranch
MY:	7
SUBJECT:	Campelletion of Transportation -
	is requested that all travel arrangements on
	be carcalled. The Division is charging his
essignment	and he will not be sent to

For: Clief. FIR

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TRANSPORTATION LAANCH

22 Jenuary 1951

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Special provisions: See

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Title Intolligence Officer	*
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## PERSONNEL TRANSFER LETTER

6 Jamiary 1951

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Upon receipt of proper graves orders you will proceed from

Washington, D. Conto station, zota

- 2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or tenefit, or at your request, but in the best interests of the Government.
- 3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed ninety days, within the prescribed weight allowance, is authorized:
- 4. Sighect to the availability of funds, the movement of your immediate family at Covernment expense is authorized in accordance with agency regulations.
- 5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

Cnief, Euplotees Division

FORM NO. 37-11

SECRET



Lis Hovember 1990

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FROM	PU			

Richard Holes Chief, FM

Attendent

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November 1950

PROM:  As indicated in the attached memorandum from Mr. Horace S. Crais, Jr., Chief, Advisory Council,  is released for transier to this Division.  At the present time Is a student in the Advanced Operations Course. It is planned to have him report to YM won completion of the above-mentioned Course which will be I December 1950.  It is requested that action be initiated to have him transferred to FDM as soon as possible:  For: Chief, FDM  Attachment						•
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processed for caployment with the Advisory Council on vouchered funds. Those positions are now or unwouthered funds. The security clearances should be granted on this besis and should be forwarded to this office.

Office Minorandum . UNITED STATES GOVERNMENT Deputy Personnel Officer FROM : Chief, Personnel Security Division DATE: 15 September 1949 SUBJECT:

Reference is made to your memorandum dated 24 August 1949 relative to Subject.

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.



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November 1965

RECORD OF LEAVE DATA TRANSFERRED

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MEMORANDUM F	OR:	
THROUGH		Deputy Director for Plans
THROUGH		Chief; EUR
SUBJECT	:	Tatalligance Medal of Mavil

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

Recorder

Honor and Merit Awards Board

Distribution;

O - Addressee

1 - C/EUR

1- D/Pers -- OPF w/forms 382 & 600

1 - Exec Sec/HMAB

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Award for Heroic Action or Acce 6-29n, why, and how. If an c li the results of the Get. Encl	perial or marine operation,				
Award for Achievement, Service, istrative, technical, or professional do that merits the award? Why appropriate, include production, suits of achievement, service, or supports this posemmendation.	I duties and responsibilities was this outstanding who records and assistance rend performance. Include relat	i if not covered in Section is compared to others of lered by other persons of tence to Fitness Reports, L	r C; include dates of a like grade and exper units. What obstack	singament and rated times in similar po- parameters of the second	) What did the Individual litions or circumstances? If or avercome? Indicate re-
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the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

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bulk	of his twen	nty-two year	career working	in the most
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			o to the Clande	s and the loss of stine Service. It
15 51	raperionce a Eronolv reco	mmended tha	t in recognition	of his outstanding
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE DROER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1962"

EFFECTIVE DATE OF MAY ADJUSTMENTE 9 JANUARY 1972

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-696 AND EXECUTIVE DRIVER 11976 PURSHANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1749, AS AMENDED, AND A DCI DIRECTIVE DATED 8 DCTD8ER 1962*

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

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NAME	SERIAL URGN. FUNDS GR-STEP SALARY  44 575 CF GS 16 5 \$31,881	
, T.	A 9	
	1. SERIAL NO.   2. NAME   3. ORGANIZATION   4. FUNDS:   S. LWOP HOURS	•
	CERTIFICATION AND AUTHENTICATION	
-! 	I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.	
Trace A	IN PAY STATUS AT END OF WAITING PERIOD  LWOP STATUS AT END OF WAITING PERIOD	
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY DE DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 26 DECEMBER 1969

NAME	SERIAL	ORGN, FUNOS	GR-STEP	SALARY
		44 579 CF	GS 16 4	\$27,202

IN ACCORDANCE WITH THE PROJISIONS OF PUBLIC LAK OF - 701 AND DCT YENDRANDUM DATED I AUGUST 1984 . SALAPY IS ADJUSTED AS HOLLOWS. DET YENDRANDUN DATED TO OCTOBER 1962 EFFECTIVE

FUNDS OR ST SALARY 11= " GRAST SALARY SERIAL OFON NAVE 54600 CF 13 1 \$13730

TRUER 11474 PURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1949,

EFFECTIVE CATE OF PAY ADJUSTMENT: 13 JULY 1959

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NAME 1 SERIAL ORGN. FUNDS GR-STEP SALERY 44 550 CF GS 16 4 \$27,549

PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT CR 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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PURSUANT TO JUST DRITT OF DOLAS PROVIDED IN THE CIA ACT OF 1949.
AS AMENDED, AND A-DOL DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 8 OCTOBER 1967

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-384 PLHCLANT TO AUTHORITY OF DCT AS PROVIDED IN THE CTA ACT OF 1949. AS AMENCED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME			SERI	AL DE	≀GN.	FUNDS	G7-518	P . S	SALARY	SALA	, <b>R</b> Y
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TYPE ACTION NEW CALARY BATE CIE SALAET BATE Pgs LSs 06/06/65 GS 16 NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD 000 LWOP STATUS AT END OF WAITING PERIOD AUDITED BY CLERKS INITIALS I CERTIFY THAT THE WORK OF THE ABOVE NAMED, EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. 12 agra 66 SIGNATURE PAY CHANGE NOTIFICATION SECRÉT 9 SEPT 65 (When Filled In) NOTIFICATION OF PERSONNEL ACTION A MATURE OF PERSONNEL ACTION 4. EFFECTIVE DATE S. CATEGORY OF EMPLOYMENT: ດ9∵_| ດ9 ¦65_″ REGULAR REASSIGNMENT P. COST CENTER NO. (MARGEABLE A. CSC-OR OTHER LEGAL AUTHORITY V TO CF. V. TO .V PUNDS 50 USC 403 J 6134 0573 0000 CF TO V CF TO CF P. DAGANIZATIONAL DESIGNATIONS IS LOCATION OF OFFICIAL STATION DDP/SR DIVISION OFFICE OF THE CHIEF WASH., D.C. 12. POSITION NUMBER 13. SERVICE DESIGNATION II. POSITION TITLE POL OFFICER 2ND SEC OPS OFFICER D DIV CH D 0002 14. CLASSIFICATION SCHEDULE (SS. LB. enc.) 18. OCCUPATIONAL SERIES Is. GRADE AND STEP 12495 04 2 FSR 16 -1 18935 GS 0136.01 IB. REMARES WASH., D.C. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 22. STATION 23. INTEGREE . 24 Hogers 25 DATE OF BIRTH 26 DATE OF GRADE 19. ACTION 20 Employ OFFICE CODING 27. DATE OF LET #11# E R 12 410H48#TI 48040 SR 11 |11 |25 75013 10 19. SPECIAL SO, RETIREMENT DATA 31 SEPARATION 32 CORRECTION/LANCELEATION DATA 33 SECURITY 34. SEX 78 HTE EXPIRES BEFERENCE DATA CODE REG NO. EOD DATA 14. SERV COMP. DATE | D. LONG COMP. DATE 38. CAREER CATEGORY 39 FESTE / HEALTH INSURANCE 40. SOCIAL SECURITY NO. ##St Zeak (AR CCDE 1 - 1ES PHOV 1147 42. LEAVE CAT | 41 STATE TAX DATA PREVIOUS COVERNMENT SERVICE DATA FEDERAL TAR DATA 41 100) NO PREVIOUS SERVICE JOAM RIECUTED CODE 40 113 215 4951045 JORN ERECUTED 1 - YES 2 - NO 1 - 185 CZPC & PAPT 7735 BOIVASE PLEASER. \$ CZPC E PART GRUM, POLVESE PLHASER. E SIGNATURE OR OTHER AUTHENTICATION 1150 11 62 \$ 44.0 16.75 EFE

PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCT AS PROVIDED IN THE CJA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTLY DATED A SCTUBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

NAME	SFRIAL	OPGN. I	FUNDS	GH=ST	ĘΡ	OLD SALARY	ŅĒW SALARY	
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(When Filled In) R-ZR: 28 MAY 65 NOTIFICATION OF PERSONNEL ACTION OCF 3. HATURE OF PERSONNEL ACTION . G. ETFECTIVE DATE 06 | 06 | 65 REGULAR **PROMOTION** J. COST CENTER NO. CHARGEABLE F CX OF DIRECT FRENT VOLUMENTA W 10 CF V 70 V EQMOS 50 USC 403 J 5134 0573 0000 CF 10 V CF 10 CF 9. GEGANIZATIONAL DESIGNATION IS. LOCATION OF OFFICIAL STATION DOP/SR OFFICE OF THE WASH., D.C. 11. POSITION: TITLE 12. POSITION NUMBER. IDITARBIESO SSEVERALICA 0 OPS OFFICER BRICH ი985 TS. eCCUPATIONAL SERIES 16. GRADE AND STEP 14. CLASSIFICATION SCHEDULE (65, LB, ave.) W. SALARY OR BATE GS 0135.01 16 1 18935 18. REMARKS SPACE SELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 22 STATION 21. INTEGREE CODE 24. Hdqiis | 25. DATE CF BIRTH OFFICE CODING 19. ACTION 20. Employ. 21. . BATE- OF GRADE 27 DATE OF LET 06:65 22 10 48200 SR 75013 11 (11)25 03 103 55 06 31 SECURITY 3L SEX RETIREMENT 2414 37 CORRECTION/CANCELLATION BATA 28. HIE EXPIRES 29 SPECIAL 10. 31. SEPARATION REFERENCE DATA CODE KTAD DOZ 36. SERV COMP. DATE | 37. LONS COMP. BATE | 30 CAREER CATEGORY PEGLI / HEALTH PASVEANCE 40 SOCIAL SECURITY NO. 35. VET. PREFERENCE COOL PREVIOUS COVERNMENT SERVICE DATA 4 mie (11 43. FEOFRAL TAX DATA STATE TAT DATA 7725 2002 CRIOSEE BECTED FURN ELECUTED 1 . YES 1 - 145 2 10 2 BREAK IN BERVICE ILLYS THAN Y SHS I SECULATION OTHER AUTHENTICATION Use Previous Edition # RO 4 SECRET 1150

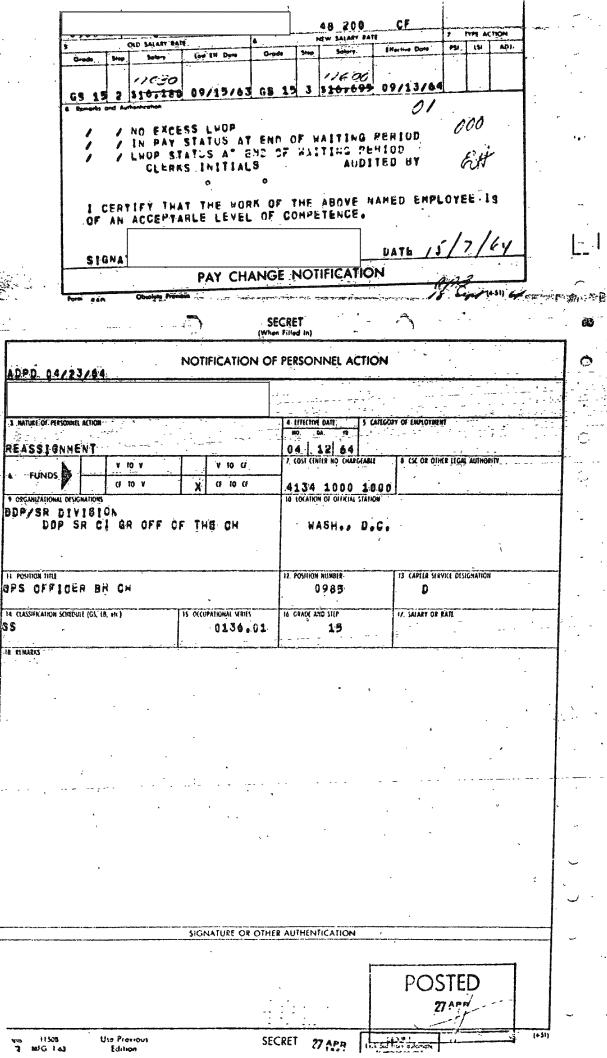
SECRET

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

45 A 5 B			Per A	nnum	Rates	s and	Steps			
GRADE -	1	2	3	4	5	6	-7-	8	9	10
GS- 1	\$3,385				\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
OS- 2	3,680	3,805	3,930			4,305	4,430			4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5.380	5,530	5.680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6.155	6,320	6,485
GS- 6	5.505	5,690	5,875	6,060	6.245	6,430	6,615	6,800	6,985	
GS- 7	6,050	6.250	6,450	6,650	6.850	7,050	7,250		7,650	
GS- 8	6,630	6.850	7,070	7,290	7,510	7,730			8,390	
GS- 9	7,220	7.465	7,710	7,955	8.200	8.445	8,690	8,935	9.180	9.425
GS-10	7,900		8,440		8,980	9,250			10.060	10,330
GS-11	8.650	8.945	9.240	9,535		10,125		10.715	11.010	11.305
GS-12	10.250	10.605								
GS-13										
GS-14	14.170	14.660	15.150	15,640	16.130	16.620	17.110	17.600	18.090	18.580
GS-15	16.460	17.030	17.600	18.170	18.740	19.310	19.880	20.450	21.020	21,590
GS-16	18.935	19.590	20,245	20.900	21,555	22,210	22.865	23.520	24,175	
GS-17										
GS-18			<u> </u>	<u></u>		<u></u>	<u></u>	<u>l</u>	<u>l</u>	



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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCT-WEMDRANDUM DATED 1 AUGUST 1956; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 3 JANUARY 1964.

14-00000

BHAM	<b>9E</b>	ATAL OR	GN FUNDS	GR-ST		NEW SALARY	
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14. CLASSIFICATION SCHEDULE (GS; LB, in FSR GS	15. OCCUPATION O136C	05	GRADE AND STEP	9	ary of rate 3620 . 45 <b>65</b>		
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errancementer of designation and experience of the control of the	SPACE BELOW FOR E						- "
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12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

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## CENTRAL INTELLIGENCE AGEN

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STANDARD FORM 52 UNVOUCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE, fill in Items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. Il applicable, obtain resignation and fill in separation data on revene. 4 DATE OF RECORDS 6 Dec. 195 A PERSONNEL (Speciely whitehe & STITETIVE DATE A PROPOSED 608 6 Dec. 52 Conversion B. APPROVED allicano Assistant Attacha Intelligence Officer Intell. Officer (Ope.) \$4290 p/a 08-9 OSO-FIM Operations Section Operations Section Vienna, Austria Vienna, Austria DEPARTMENTAL. A REMARKS (Use reverse C. FOR ADDITIONAL INFORMATION CALL (Name part telephone extension) H RESTION CLASSIFICATION ACTION: 13. VETERAN PREFERENCE WCS LA REAL 20. LEGAL RESIDENCE 15 16. SEX RACE ☐ CENTRED ☐ NOVER FROM: STATE 21. STÁNDARÓ FÓRM 50 REMARKS 22. CLEARANCES INITIAL OR SIGNATURE DATE REMORES B. CEIL OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL F. APPROVED BY 1/10/53 COD

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TRATURE OF ACTION		EFFECTIVE DATE
Intra Agency Trans		7 January 1951
	<b>7.90H</b>	10
TITLE	Intell. Officer GS-9	Intell. Officer (Ops) GS-9
GRADE AND SALARY	GS-9 \$4,000.00	GS-9 \$4600.00 -
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DIVISION TANK	Office of Chief	FDL/DAD
BRANCH		Intell. Operations Branch
OFFICIAL STATION	Hashington, D.C.	Karlsruhe
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FORM NO. 27-1

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MEMORANDUM IN LIEU OF FITNESS REPORT	
SUBJECT :	
PERIOD UNDER REVIEW : 1 April 1970 - 31 March 1971	<del></del>
MONTHS UNDER MY SUPERVISION: 42 months	
OVER-ALL RATING : Strong  1. As completes approximately 42 months as	· -
Chief of Station.	7:
	-
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B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected. has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -indeed, the duty -- to hold independent views and to express them with integrity has done) has done) but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonious. To sum up, abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less. impressive. In spite of his considerable social and diplomatic is essentially a reserved person who finds some difficulty in communicating with his subordinates. In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, has made good progress during/this period and performance has been STRONG. European Division REVIEWING OFFICER'S COMMENTS: I When Date: Assistant Deputy Plans,

1

SUBJECT	:	Annual	Fitness	Repor	
J.O _{.2-1}	:				

- 1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief or Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief CS for review.
- 3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

I certify that I ha	ve seen my fitne	ss report for	the.
period 1 April 70 -	31 March 71, and	have attached my c	ommente,
for the record.			
		27 0,	ril 197
SIGNATURE			DATE

RYBAT SEGRET

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TACHMENT TO OBBT 5300

27 April 1971

COMMENTS on Fitness Report on 1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall offect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to commont. Moreover, the report leaves the impression of a general failing in two specific areas which I as sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been repeatedly praised by Division management; 1) the level of

SEGRET RYBAT

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SEGRET RYBAT

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COMMENTS continued	Manager 1	Page 3
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SECRET PARTE

# SEGRET RYBAT

SECRET FROM

S.J.E.

5 May 1970

MEMORANDUM IN LIEU OF	FITNESS REP	ORT		
SUBJECT		*.		· · · · · · · · · · · · · · · · · · ·
- · · · · · · · · · · · · · · · · · · ·				
PERIOD UNDER REVIEW	: 14	pril 1969	) - 31 Warch	1970
MONTHS UNDER MY SUPER	VISION: 24			
OVERALL RATING	: Out	standing		
l. For this repo Outstanding for the ac In very considerable	chievements	of his St	ation. achi	rated as
in very considerable i	neasure due	to his pe	rsonal visi	on of how

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communication between	and his subordinates, both
inside and outside of the	installation.
intellectual capabilit	ies tend to outstrip those of
	does seem to me that he has dealt
with this problem well and has	thus been able to engender loyalty
and cohesion among the members	of his Station.
	· (management)
	,,,
interior and the second	
, · · · · · · · · · · · · · · · · · · ·	European Division

REVIEWING OFFICER'S COMMENTS:

onlu.

Date: 5 Way 70

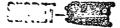
Assistant Deputy Director for Plans

SECTI

5 May 1970

MEMORANDUM FOR: Secret	ary, CSCS Boa	r <b>d</b>	
SUBJECT : Recomm	endation for	Promotion to	GS-17 -
	•		
1. It is recommen			be pro-
moted to GS-17. He has and has served as COS		e as GD-10 S nce August 1	
previous assignment was			
2. The reasons fo fitness report of this extensive trip through chance to see and talk	same date. I the European a	have just re irea, during	turned from an which I had a
			1s one
of two whom I am recomme one of our very finest : intellect and ability po few of his colloagues c	station chiefs ersonally to h	, possessed andle operat	of imagination, ions which very
the future of the Organ	Czation is goi	ng to depend	
that the promotion is mo	ore than justi	fied,	
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	. <i>P</i> u	ropean Divis	ion .

EVEN CHY SECTO



9 May 1969

70 :	Chief of Station,
SUBJECT: Annual Fitness Re	port

- 1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.
- 2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969

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	LIMITED OFFICIAL USI	E (When Completed) Ket 6/30/12
	1 · 1 · 1 · 1 · 1 · 1 · 1 · 1 · 1 · 1 ·	ALUATION OF PERFORMANCE 75-83 redirectly to appropriate agency, retains one copy.)
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l	Chief of Station	
	POSITION	GRADE AGENCY
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l	~ -	h , , , , , , , , , , , , , , , , , , ,
Ι.	RATING PERIOD	DATE OF REPORT
l''.	May 13, 1969 - Dec. 29, 1969	December 29, 1969
	SIGNATURE OF REPORTING DEFICER	TITLE
	Jan D been homen	Ambassador
ŀ	SIGNATURE OF REVIEWING OFFICER	TIFLE
r.		
:	EVALUATION OF	PERFORMANCE
ζ`	X Outstanding Satisf	actory Unnatisfactory
11.	Does this officer properly understand and perform his role and his	functions as a member of your staff under existing Presiden-
	tial directives? [X] Yes No Ul. 100, explain in det	äll below.)
. ]	Has be seen this report? Yes No .	
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	competence. In addition I have condiscretion.  This officer is presentable, tactful constitutes an outstanding asset to	, and enthusiastic. He
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	,	J. 4 . 1

	CHIEF OF MISSION'S EVALUATION OF PERFORMANCE (Mission submits original and one copy directly to appropriate agency; retains one copy.)								
ľ		OFFICER BEING RATED							
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1	-	POSITION	CRADE	AGENCY					
Ì		Chief	<b>60 60</b>						
,		RATING PERIOD	February 24, 1	269					
l		SIGNATURE OF REPORTING OFFICER	TITLE STORY	Knight					
ľ			Vimbacsa	Idon /					
	1	SIGNATURE OF REVIEWING OFFICER	TITLE	V.					
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ľ.	ŀ	EVALUATION OF.  [ Outstanding							
L.	ı	Does this officer properly anderstand and perform his role and his							
Ħ	1	tial directives? Wen. No (If no, explain in de		's ann minet existing titestates.					
I		Hun he neen thin report? Ten No							
r	t	NARRATIVE ( (Attach additional shoots, if necessary for this section or for rev.	OMMENTS						
	Transferonmental Statements	I cannot of course comment on the professional aspects of the Chief performance because of the highly specialized nature of his responsibilities.							
	And inches the supplemental sup	However as a member of the Country Team I give him the highest marks for his cooperative spirit, courtesy and willingness to contribute to the success of our common efforts and undertakings.							
		Likewise I am satisfied that he maintains exceptionally close and effective relations							
1111		Endowed with an unusually frank and attractive personality, the Chief  is a respected and well liked member of our official American group  both in American and local circles, where his fluent and excellent French is much appreciated.							
	,	His wife is a refined, quiet and attractive lady of Austrian birth.  Both have gone through an agonizingly long and grave health problem with a young son of theirs and deserve extraordinary credit for the courage and dignity which they constantly displayed during their ordeal:							
		In every respect, I consider him t		. 1					
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X.LIMITER DEFICANTISM TAKENGULAN SECRET

LIMITED OFFICIAL USE (When Completed)

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE  (Mission submits original and one copy directly to appropriate against, remains one copy.)  OFFICER STING PATED  Chief of Station  Chief of Station  December 30, 1969 - November 4, 1970  November 4, 1970  TILE  EVALUATION OF PERFORMANCE  TITLE  EVALUATION OF PERFORMANCE  TITLE  EVALUATION OF PERFORMANCE  TITLE  TOURISMS Subfactory Unastisfactory  III. Does this officer projectly understand and perform his rick and his functions as a member of your staff under existing President itself infectivers? Yes No (It no, applies is detail below).  MARRATIVE COMMENTS  (Altach additional sheets, ill accessary for this accious or for reviewing affiner's comments.)  This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.	g-a	
Chief of Station  POSITION  RATING PERIOD December 30, 1969 - November 4, 1970 SIGNATURE OF REPORTING OFFICER  EVALUATION OF PERFORMANCE  EVALUATION OF PERFORMANCE  Substitute of Reviewing Officer  TITLE  EVALUATION OF PERFORMANCE  EVALUATION OF PERFORMANCE  Substitute of Reviewing Officer  II. Does this officer properly understand and perform his role and his functions as a member of your staff under calcing Presidential directives?  II. Does this officer properly understand and perform his role and his functions as a member of your staff under calcing Presidential directives?  II. Does this officer properly understand and perform his role and his functions as a member of your staff under calcing Presidential directives?  No. (If no, captain in detail below.)  NARRATIVE COMMENTS  (Attach additional sheets, if necessarily for this section or for reviewing officer's comments.)  This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.		1 (M 7/Lan MP) 1
December 39, 1969 - November 4, 1970  SIGNALINE OF REPORTING OFFICER  SIGNALINE OF REVIEWING OFFICER  EVALUATION OF PERFORMANCE  EVALUATION OF PERFORMANCE  EVALUATION OF PERFORMANCE  [X] Outstanding		Chief of Station
Sichalure of Reporting Officer   Title		
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Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? A Yes No (If no, explain in detail below.)  Has be seen this report? Yes No  NARRATIVE COMMENTS  (Attach additional sheets, if necessary for this section or for reviewing officer's comments.)  This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.		SIGNATURE OF REVIEWING OFFICER
Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives?    Yes	H	EVALUATION OF PERFORMANCE
Has be seen this repor? Yes No  NARRATIVE COMMENTS  (Attach additional sheets, if necessary for this section or for reviewing officer's comments.)  This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.	ŀ	[X] Outstanding Satisfactory Unsatisfactory
NARRATIVE COMMENTS  (Attach additional sheets, if necessary for this section or for reviewing officer's comments.)  This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.	ļij.	
NARRATIVE COMMENTS  (Attach additional sheets, if necessary for this section or for reviewing officer's comments.)  This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic.  He constitutes an outstanding asset to this mission.		
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professional competence. In addition I have complete confidence in his discretion.  This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.		
He constitutes an outstanding asset to this mission.		professional competence. In addition I have complete
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FORM FS-572

LIMITED OFFICIAL USE (When Completed

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## PECRETE SERVICE SERVIC

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	CHIEF OF MISSION'S (Mission submits original and one			сору.)
Γ	OFFICER BEING RATED			
1	Chief of Station	I.		
I	POSITION	GRADE	AGENCY	
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Iı.	RATING PERIOD	DATE OF REPO		
-	November 4, 1979 - September 22, 1	TITLE	ember 22, 1971	retelefelefellelleller til tyretin – vilk
1.	101645	· 1	bassador	
ı	John Job Craenhow	<del>-</del>	ng pawi	
1	AIGNATURE OF REVIEWING OFFICER	TITLE		
1				
- Pri	EVALUATION	OF PERFORMANCE		
1			Lanatinfactory	:
l	Does this officer properly understand and perform his role on			
Ħ.	tial directives? X Yes. No (If so, explain )		cmest of your attait ander 6:	risting riceloca
1	Has he seen this report? Yes Z No		•	
Ŀ	Has so seed this telepte.			الرين الأرين الإرابي والمساور وي المساور والمساور والمساور والمساور والمساور والمساور والمساور والمساور والمسا
1	(Attach idditional sheets, if necessary for this section or for	E COMMENTS	von en en la la	·
I	Without additional war day, in the commenty in the west of the	terit tring various a s		
i Chrystich in markata da cara para-pomo degra grantido cara.	This officer is one of the few of this post. From careful obtail years, with contacts seven my opinion of his extremely hinaturally, I avoid delving into Hewever, In the area with which political discretion—I have abs	ervation over al times a we sh professions he details of i h I am most o	nearly two and on ek, I am confirmed competence. Quals day-to-day oper concernedthat of	e d in ite- rations.
	This officer is presentable, ta	dful, and eath	usiastic He file	
	in harmoniously with the other			are
	constituting an outstanding asse			010
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FORM FS-572

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	Maria Militaria Militaria	LUATION OF CERFORMANCE directly to appropriate agency, retains one copy.)			
	Chief	AUENCI			
ı.	RATING PERIOD (SEE ITI DELOW) SIGNATURE OF REPORTING OFFICER	DATE OF REPORT November 15, 1987			
	Ridgway B. William	Ambassador			
	SIGNATURE OF REVIEWING OFFICER V	TITLE			
	EVALUATION OF	PERFORMANCE			
	Outstanding X Satisf	actory Insatisfactory X (see III below)			
ii.	Does this officer properly understand and perform his role and his tial directives? [X] Yes				
	Has he seen this report? X Yes . No				
	NARRATIVE C	ONMENTS			
	(Attach additional aliceta, if necessary for this section or for revious				
en e	Since the Chief reported to p sufficient time has not elapsed to make performance. A performance evaluati post will be made at the time of the new November 1, 1968. Having said this, I his job and performance to date in additional experience have confirmed my earlier, him.	on covering his full period at kt annual assessment period on might add that his approach to ltion to his obvious ability and			
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AND DOWNSON					

FORM 4 - 65 F\$ - 572 

MEMORANDUM IN LIEU OF FITN	ESS REPORT
SUBJECT	
s	
PERIOD UNDER REVIEW	: 10 March 1968 - 31 March 1969
MONTHS UNDER MY SUPERVISION	: 12
OVERALL RATING	: Strong
his stewardship; he establibuilding up a structure not yet clear to what exten productive against major ta that has tackled his enthusiasm. A good indicat alone among our European Chutwo years.  2. accomplision the fact that he has had and that several of the offibeen of quite modest calibre	his duties as Chief of Station on oo early to assess the results of shed in advance a timetable for and it is these assets are going to be regets. However, there is no doubt job with originality, energy, and ion of these qualities is that, left of Station, has himself in less than the ments must be measured in light a weak Deputy Chief of Station, leers in his small Station have the restaffing of the Station summer should result in a con-
dedicated, incisive and arti	has all the qualities Chief of Station. He is totally culate, a pleasant companion and overall performance as Strong.
· · · · · · · · · · · · · · · · · · ·	European Division

13 MEY 1969

IEWING OFFICER'S COMMENTS

Director for Plans

#### S-E-C-R-E-T

## TRAINING REPORT

Chiefs of Sta	ation Seminar No. 11	19 - 30 June 1967
80 hours, fu	ill time	
Participant		Office : DDP/EUR
Year of Birt	h: 1925	Service Designation: D
Grade	: GS-16	No. of Students : 12
EOD Date	: July 1950	
COURSE OB	jectives, conten	T AND METHODS
studios servitechniques, treporting, ar CIA and in th given to coun  The bulby officials r discussed.	ing to remind outgoing out more time was de administrative rest e government at large terinsurgency.  Ik of the course is give esponsible for the mid few key items of surreading tailored to the	e range of problems. Included were case of chiefs of various operational approaches and voted to policy, coordination, management, possibilities of the Chief of Station, both within e, at home and abroad. Special attention was ven in lectures and question periods conducted ssions, functions, programs, and services gested reading are included, and bibliographies e individual's assignment are offered for those
ACHIEVEMĖ	NT RÉCORD	
	a certificate of attenderformance is made i	lance. No further assessment of individual n this course.
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FOR THE DIR	ECTOR OF TRAININ	G:
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	<b>'.</b> *	Acting Chief, Operations School

S-E-C-R-E-T

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EITNESS REPORT 056043						043			
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Ons Offic		Div Ch	. ,	•	11	/SB		lleadqu	,
S. CHECK (X) TYPE OF APPOINTMENT							******		
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CAREER-PI	NO A IRIC	MAL (Šee men	nections.	· Section C)	_ X _	AMÁUÁL		AEADI	IONNENT EMPLOY
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30 April	1967	) 				<u>pril 1960</u>		<u>March l</u>	967
ECTION B				PERFORMANC					
W - Mack	Perfor	mance fanges ve remedial a	from w	holly inadequate to The nature of the ac	slightly	less than sati	stectory. A	rating in the	la category require
	probat	ion, to reassi	gnment	or to separation,	) o neribi	action taken c	proposed	in Section C	
A - Adequate	Perfor		oll requ	ilrements. It la enti	rely sail	isfactory and i	s character!	and noither i	by deficiency man.
P - Proficient	7 7 1		than s	atlafactory. Dealra	d result	i cre balac rec	duced in a	roficiant ma	nniat.
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mance of specification	ic duth	es, productive besch etno	ity, cor on you	e which influences iduction job, cooper t knowledge of emp	ativono isyao's	overall perfor	personal tra	its or habits ng the rating	, and period,
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SUBJECT:					-
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to be outst	perfanding. This	s was hi	s first f	period cont ull year as ained respo	Programme Company
	Those aspect	ts of hi	s work in	volving dec	isions
on expendit sufficientl	ures of both y cost consci	iunas a Lous vet	nd manpow this is	er show him tempered by	to be
etter than	average zwa	reness o	f the ope	rational val	luc
to the Agén	cy (or lack t has been seld	thereof)	of such	expenditurés OS of a lar	5 . 20
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	In my view, f the high re	, this a	ppointmen	t is addition	nai
rofessional	l colleagues.	In re	cognition	of his out	tanding
ork in SB I	Division,		has been	recommended	l for
romotion to	0 68-1/.				
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		L-17	avid, E. Mi	umby /	
٠		Chief,	Soviet Blo	c Division	
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8 July 1966

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SUBJE	et:					*	•	
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9 Sept	ember	1965,	IFINE OT	conti	nued as	Chief,	mitir	· .
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In fact, his appreciation of their strengths and weaknesses enabled him to place the very best of his officers in key positions in the CI Group where for the most part they remain today. Their performance is still characterized by the high sense of discipline and professionalism imbued in them by during his service as their chief. I have also been struck by the spirit of loyalty permeating this group even though associates were often driven at a pace which would have severely tested the supervisor/subordinate relationship in most other units. At the same time, he afforded the senior officers of the CI Group every opportunity for the exercise of initiative and imaginative leadership at their own levels. On the

STORE

other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he shouldhave to do his job properly or if he has the background to use it effectively

in his work.... Moving into the responsibilities of deputy division the chief, has demonstrated to my satisfaction that he was the dest possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities. performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the continues to be sensitive to costs whether one is speaking of funds or manhours. He does not lightly undertake the expenditure of either. My very positive evaluation of tential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity. David E. Murphy Chief, Soviet Bloc Division Reviewing Official:

h. Lloyd George Acting Assistant Deputy Director for Plans

+ 3 JUL trap

12 March 1965

MEMORANDUM IN LIE	EU OF FITNESS REPORT - 1 Apri 31 Mar	1 1964 - ch 1965
SUBJECT:		
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	still occupies the position	donanthad
in his last fitne	ss report of 30 April 1964.	The quality
of his performanc	e continues to be <u>outstandin</u> g cost consciousness. He ha	g in all
recommended for p	romotion to GS-16. This rec	ommendation
should receive ea	rly consideration. There are in the GS-15 level who are	e certainly
in terms of their	executive potential and the	ir contribu-
tions to the miss	ion of the Clandestine Servi	ces.
· ·	•	
	Davia E. Flurphy	
· ·	Chief, SR Division	
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18 March 19		*
Date	Reviewing Official:	
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	Inomas H. Karamessines Assistant Deputy Direc	tor for Plans
·	20 Maril 196	
*	Date	entire entre
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SECTION A	TION A GENERAL									
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		M GS-15			1	D				
4. OFFICIAL P	OSITION TITLE		7. OFF/DIV/BE OF ASSIGNMENT S. CURRENT STA			37A-710H	1			
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I. DATE REPO	RT DUK'IN O.P.	•	12. A	EPORTING PE	RIOD (From-	to-)				
30 Ap.	ril 1964				<u> 1963 -</u>	. 31 Mar	<u>ch 19</u>	64		
ECTION B		PERFORMAN	E EV	ALUATION						
·W - <u>Wash</u> A - <u>Adesyste</u>	positive remedial act probation, to reassig Performance meets of	röm Whölly Inadequate to lon. The nature of the ac imant or to separation. Il regulrements. It is anti	ilon éoc Describ	ild range from action taker	counseling,	to further tra I in Section C	ining, to	placing a		
	excellence.					<i>2</i>	,			
P · Proficient		than satisfactory. Dosira	4 / to 1		roduced in a	proficient ma	nner.			
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anner in which	employee performs EAC	cilic duties performed dur H specific duty. Considé	· ONL Y	diectivanus	s in perform	ance of that d	luty. All			
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mance of spec tirular limitati	OVE I everything about the en- iffic dulos, productivity ang or talesits. Based o	RALL PERFORMANC ployee which influences p, conduct on job, coope nyour knowledge of em nding to the statement wh	his ella ativona	ctiveness in ss, pertinent overall perf	his current p personal tr ormance dur	aits or habits, ing the rating	and period.	RATING LETTER O RATING LETTER O RATING LETTER O, RATING LETTER		
ECI	OVE I everything about the en- iffic dulos, productivity ang or talesits. Based o	aployee which influences y, conduct on job, coope n your knowledge of emj	his ella ativona	ctiveness in ss, pertinent overall perf	his current p personal tr ormance dur	aits or habits, ing the rating	and period.	RATING LETTER		

SFFICE OF PEPE NARRATIVE COMMENTS Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspect of the the prelationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for hallinging, a Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to previous basis for determining future personnal action. Manner of performance of managerial or supervisory duties must be described by SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT 2104164 MONTHS EMPLOYER HAS BEEN 8 OFFICIAL TITLE OF SUPERVISOR TURE Chief, SR Division 21 Apr 64 BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL OFFICIAL TITLE OF REVIEWING OFFICIAL 3V Ph

Thomas il.

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SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 55 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

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SECTION A GI	ENERAL							***************************************
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6. OFFICIAL POSITION TITLE	7. OF	P/01V/8	ROFA	SSIGNMEN)N -
Ops Officer - Branch Chief	1	/SR/			1 -	Has		
P. CHECK (X) TYPE OF APPOINTMENT	10. C	HECH (X	TYPE.	OF REPO		A		
CAREER RESERVE TEMPORARY		IMIŤIAL	•		.T	M EA 31	HONMEN	TBUPERVISO
CAREER-PROVISIONAL (See Instructions - Section C)	X	ANNÜAI	-			REAS	HOMMEN	17 EMPLOYE
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11. DATÉ RÉPORT DUE IN O.P.	6			OD (From-	-	ah 11	na a	-
30 April 1963				<u> 32 - 31</u>	Mar	Cn 1	703	
SECTION B PERFORMANCE					A = 1 -			
W. Wook. Performance ranges from wholly inadequate to positive remedial action. The nature of the ac probation, to reassignment or to separation.	tion coul	d range	from c	ounseling	, to furt	har tro	ilning, i	o placing on
A - Adequate Performance meets all requirements. It is enti- excellence.	· •						•	lency nor
P - <u>Proficient</u> Performance is more than satisfactory. Desire S - <u>Strong</u> Performance is characterized by exceptional pr	•		ng prod	luced in a	profie	ent mo	nnof.	
O - <u>Our standing</u> Performance is so exceptional in relation to re others doing similar work as to warrant special	quirement recogni	its of the	o work	and in co	mpari so	n to th	o perfor	mance of
SPECIF	וכ סטז	IES .	, ,					
list up to aix of the most important specific duties performed dur ianner in which employee performs EACH specific duty. Conside lith supervisory responsibilities MUST be rated on their ability to	ONLY	offectiv	eness i	In perform	ance of	that o	luty. Al	
PECIFIC DUTY NO. 1	and the second s			***************************************				RATING
Supervises SR Division CE activities inclu	iding	both 1	resea	irch ai	nd op	erat:	lons.	P
PECIFIC DUTY NO. 2	ra wrom a z respo ro		-	Lieven-a-miquas-				HATINO
Organizes and manages Branch consisting	of	реор	le.					P
PECIFIC DUTY NO. 3				A - to - and spakeness			a se seated right, a to	RATINO
								LETTER
Recommends Division policy on CE matter	rs.			4				S
PECIFIC DUTY NO. 4	management who	``			,			RATING
Represents SR Division to other elements	of the	Ager	icy o	n CE r	natte	rs.	,	s
ECIFIC DUTY NO. 5	* *	ngagapos augmeter		········		~~~~~~	 	RATING LETTER
Briefs foreign intelligence service officers	on C	E and	RIS	matte	rs.		·	0
ECIPIC DUTY NO. 6								BATING LETTER
		•						
OVERALL PERFORMANC	E IN CL	IRREN'	T POS	ITION				
ke into account everything about the employee which influences rmance of specific duties, productivity, conduct on job, cooper tricular limitations or talents. Based on your knowledge of emp ice the letter in the rating box corresponding to the statement wh	his elfac rativenes playee's	tivenes s, perti everali	s in his nont p	s current personal tr	aits or ing the	hobits	, and poriod,	RATING LETTER
1 9 APR 1963 SECR	ET	mindell's Principal	Carlotte Carlotte		BAssachdappens			

SECTION C	NARRATIVE COMMENT	IS APRIT
overall performance. State sugge	ations made for improvement of work performs if required for current position. Amplify or ex	keeping in proper perspective their relationship to nce. Give recommendations for training. Comment plain ratings given in Section B to provide best erial or supplysizory duties must be described, if
of the ing the assigned task active unit, implementation shown considerable in a proficient manner.	is almost unique of reorganizing his Branch in is now in the process of a Although in his present pos imagination and initiative. He er. He does however tend to a Inclined to be intolerant of the	
matters to the detrin	nent of his relationships with c	others.
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SECTION D	CERTIFICATION AND COMME	romonomore Managamore promunente de la compaña de la c En la Compaña de la compaña
1.	BY EMPLOYEE	
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	BY SUPERVISOR	
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10005 10005	Chief, Operations and Plans SR Division	
COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL	
This employee is whose performance in spected in the higher sought after by this structed to reorganize the Branch with his characterism well in the cention to "channels"	is a dedicated and hard-dr the field on his last to est Clandestine Services I Division as Chief of its ze and redirect the Divis into an aggressive operat teristic aggressiveness a	evels. His services were CI Branch. He was in- ion's CI effort and to re- ional unit. He has tackled nd competence and has done erhaps not paid as much at- s he should but I believe
10 april 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, SR Division	

SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

28 August 1962

MEMORAN	DUM
TOs	Chief, EB
ATTN:	David E. Murphy
PROM:	Chief of Station,
SUB JECT	Memorandum in Lieu of Final Fitness Report on
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half yea consiste 2. and oper he has w organiza 3.	will be leaving Station permanently, with ment to Headquarters on 5 September 1962. During his four and a rs here his performance has been highly professional and netly outstanding. His absence will be keenly felt by the Station. Endowed with a high degree of intelligence, judgment, imagination attenut skill, and with orked in every aspect of Station endeavor, ranging from the proper tion of Station records and the proper tion of Station reco
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J Burton Lifschultz

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SECRET 6585- 2752 EMPLOYEE SERIAL NUMBER FITNESS REPORT 1000 ... ca "4 GENERAL SECTION 4. GRADE 03-1h S. SERVICE DESIGNATION S. OFFICIAL POSITION TITLE Operations Officer CAREER STAPP STATUS TYPE OF REPORT -07 &LIGIBLE MEMBER DEFERREO INITIAL REALDIGHMENT/SUPERVISOR # ENDING DECLINED DENIED ANNUAL REASSIGNMENT/EMPLOYEE 11. REPORTING PERIOD To To 2 Dec 60 - 13 Sept 61 SPECIAL (Specify) 10. DATE REPORT DUE IN O.P. EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES SECTION B List up to alk of the most important specific duties performed during the rating period. Insert rating number which best describes the manner to which employee performs EACH specific duty. Consider ONLY offectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to superviso (indicate number of employees supervised). 2 - Barely adequate 3 - Acceptable 4 - Compotent 5 - Excellent 6 - Superior 7 - Outstanding 1 - Unsatisfactory SPECIFIC DUTY NO. 4 RATING SPECIFIC OUTY NO. 1 6 7 SPECIFIC DUTY NO. 8 SPECIFIC DUTY NO. 1 MATING RATING 6 6 RATING SPECIFIC DUTY NO. 6 SPECIFIC OUT Y NO. \$ RATING EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION SECTION C Take into occount everything about the employee which influences his effectiveness in his current position · performance of specific duties, productivity, conduct on job, cooperativeness, perfinent personal traits or habits, perficular limitations or talents. Based on your knowledge of employee's averall performance during the rating period, place the rating number in the box corresponding to the storement which most accurately collects his level of performance. - Performance in many important respects falls to meet requirements.
- Performance meets most requirements but is deficient in one or more important respects.
- Performance clearly meets basic requirements.
- Performance clearly exceeds basic requirements.
- Performance in every important respect is superfor. RATING 6 5 · Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each characteristic applies to the employee 2 - Limited degree 3 - Normal degree 4 - Above average degree 1. Lagre prisible degree CHARACTERISTICS GETS THINGS DONE RESOURCEPUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN HEED ARISES DOES HIS JOS WITHOUT STRONG SUPPORT FACILITATES SMOOTH OPERATION OF HIS OFFICE WRITES EFFECTIVELY x SECURITY CONSCIOUS

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THINKS CLEARLY

OTHER (Specify):

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		He is imaginative and skilled. A
		ood writemandammrticulate speaker
		ch he excels, he has also demon-
strated ability and ac	complishments in other area	is of Station activity. He is par-
Subject tends at time	s to avoid necessary but unp	romising Station chores and at times
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SECTION F	CERTIFICATION AND COM	MENTS:
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	rtify that I have seen Sections A, B, C,	D and E of this Report.
9 December 1960		
<u> </u>	BY SUPERVISOR	ł
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9 December 1960		
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suited to the peculiar	= .	In my
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9 December 1960		/a/ Burton R. LIESCHULTZ

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SECTION F		CERTIFICATION A		
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This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the left hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make favor distinctions if you so desire. Link at the statement on the left a then check the category on the right which heat fells how such the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase to an individual. Placing an "X" in the "Does Not Apply" column seems that you have the definite opinion that the description is not at all suited to the individual.

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SO. A GOOD SUPERVISOR.	L	**************************************								~~~~~~		***************************************	**********	D-Drawn Direct

A. WHAT ARE HIS OUTSTANDING STREETHER Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social coise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, etc—to much greater degree than others his grade and experience.

on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments offected by personal relations: Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

(****	r Filled En)
	experience, far outwerential all other considera experience, far outweigh all other considera ed in an officer of less outstanding ability.
Only that in the sense that an outstand vision at all times to see that his car	Ling employee should be expected to good super- eer develops as fully as can be expected.
E. WHAT TRAINING DO YOU RECONSEND FOR THIS INDIVIDUAL!	
Any advanced operations training which h	e may not have had.
F. OTHER COMMENTS (Indicate here general traits, apacis report but which have a bearing on effective utilisa	tic habita ar characteristies not covered alaenhere in the
Subject is an outstanding young officer	- ,
SEC	TION VI
mandaparamanananan amanda kalaparanja aykan dalaha arabi 4 kwamii 4000 400 40 40 40 40 40 40 40 40 40 40	in the most appropriate box under subsections A.B.C.40
A- DIRECTIONS: Consider only the shill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.	2. HAS STRONG MEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA- SIONALLY REVIALS BONE AREA OF WEAKHESS. 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.	SETTER. 3. TENDS TO HAVE, AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRA- TIONS. WILL GUIT IF THESE CONTINUE.
8. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 8. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANKER THAT HE IS LOUALLED BY FEW OTHER PER- 3008 KNOWN TO THE RATER. 15 THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTAS "WAST AND SEE" ATTITUDE. WOULD LEAVE IF SOMEONE OPERED HIM SOMETHING DETTER. 3. TENDS TO HAVE PAYORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATIONTHINKS
OTHER PREAT [X] 40 THE YES, WHATE	IN TERMS OF A CAREER IN THE ORGANIZATION. 6. DEFINITELY HAS FAVYHABLE ATTITUDE TOWARD THE ORGANIZATION, MARPING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN.
	IZATION WILL PHODAPLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
B. DIRECTIONS: Considering others of this person's grade	D. DERIVETON S. C. add
and type of assignment, how bould you rath him on potentiality for assumption of greater responsibili- ties normally indicated by promotion,	O. DIRECTIONS: Consider everything you know about this person in making your rating, skill in job duties, canduction the job, personal characteristics or habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSIGNABLE . HE SHOULD BE SEPARATED.
2. 15 MAKING PROGRÉSS, BUT NEEDS MORE TIME IN PRÉSINT GRAUE BEFORE PROMOTION TO A HICHER GRADE CAN RE RECOMMENDED.	2. OF DOUBTFUL SUITABLEITY. WOULD NOT HAVE AC- CEPTED HIM IF I HAD YNGAN WHAT I KNOW NOW. 3. A BARELY ACCEPTABLE EMPLOYEE, DEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.	AVERAGE BUT WITH HO WEARNESSES SUFFICIENTLY DUTSTANDING TO BARRANT HIS SERANTION. 4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SAME SUITA-
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE OUTIES OF THE NEXT HIGHER GRADE. B. IS ALREAGY PERFORMING AT THE LEVEL OF THE NEXT	BILLITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION. S. A FIRE EMPLOYEE - MAS SOME OUTSTANDING
HIGHER GRADE. X 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	STRENGTHS. 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
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FOR THE SHEERVISOR. This this evaluation to your nate where he stends we strengths and weaknesses under conditions specificany question. If this if Personnel on later than	supervisor and seni th you. Completion	or officials. of the report	Organization policy t can halp, you pro that you show Part	y tequ epate laf t	iree the for a d his reco	t you inform the subor- iscursion with him of ! at to the employee exc.
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SECTION C.		5 PERFORMANC	E EVALUATION		-	
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2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES PINETIUMS a. State in the spaces below up to aim of the office the most important first. To not include the performance on each specific duty congress of the spaces of the spaces will the spaces of the spaces of the spaces. d. Compare in your mind, when possible, the similar level of responsibility. e. Two individuals with the same job title duties.	idering ONLY effectivelys be rated as individual being	tiveness in perfor a specific duty (d rated with other	region of this specifically region to supervise the supervise supe	e duty.
f. Be specific. Fremples of the kind of duties ORAL BRIEFING GIVING LECTURES CONSECTIVE SEMINARS WEITING ISCHWICAL REPORTS CONSECTIVE EXTERNAL LIAISON TITLE FARING DICTATION SPERVISING 8. For some jobs, duties may be broken down eve and phone operation, in the case of a radjo-	MÁŠ AND USES AREA DEVELOPS NEW PROC ANALYZES INDUSTRI WANAGES FILES OPERATES RADIO CODALMANIES WITH BRITES RÉCLLÁTION PREPARES CORRESION further if super	E EVORLEDGE IRANS AL REPORTS UINDE OFFICES S	CONDUCTS INTERPOGATION PREFARES SUMMARIES TRANSLATES GRAWAN DEBRIEFING SOURCES REEPS BOORS TRUCK WAINTAINS AIR CONDITION WAINTAINS SIGNIFICANCE EVALUATES SIGNIFICANCE ENVISED OF THE PROPERTY	ONING
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Provides over-all operational guidance to field stations.	5			RATING
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3. NABRATIVE DESCRIPTION OF MANNER OF JOB PERFORMAN DIRECTIONS. Stress strengths and weaknesses, parti				******
The high ratings given are a in this Division. all-are devotion to duty, his thorough grasp of comprehension of CS matters highest order and, in my opinion, unere	given in full bund competenc clandestine	consciousness e, his profess coverations and this type of r	of their uniques sional integrity his particularly his of ecognition.	s the
can be impatient with the leties, or uncompromising in professional letract from his professional competencies supervisory talents are not yet ful	matters. The	ese traits are qualities, bu	71 6 1 1	
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4. CONSTATE CONCERNING POTENTIAL

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FUTURE PLANS BECTION H.

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SECTION I. DESCRIPTION OF INDIVIDUAL

HYPETICES: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a serses of statements that apply in some degree to most people. To the left of such statement is a box under the heading "category," Read such statement and insert in the box the category number which less tells how much the statement applies to the person covered by this report.

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			SEC	TION	ΙY			JFF.	<u> </u>					
(Then Filled in) SECTION IV This section is provided so an aid in describing the individual. Your description is per invorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The integrates words are to be interpreted literally. On the left hand side of the page below are a series of statements that adding a some degree to most people. On the right hand side of the page are four major categories of descriptions. The right hand side of the page are four major categories of descriptions. The right hand side of the page are four ways to make four distinctions of the seal of														
On the left hand side of the page the right hand side of the page at vided into three enall blocks; this sent on the left - then check the eon you are rating. Placing an "applies to an individual. Placing that the description is not at all	e four ma	ion you on the r	torio to ma ight m	of hofi hich	descri	ptio tinc	ne. Lione Ave i	FL/	***	73.7	W 35	cale oh at Jiea	sory the to th	is di- elate- e per-
STATEMENTS CATEGORIES														
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A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			\boxtimes					Ī		Ī			L	İ
B. PRACTICAL.								L		\boxtimes	1			
I. A GOOD REPORTER OF EVENTS.							<u> </u>		ļ	1			Ix	
2. CAN WAKE DECISIONS ON MIS OWN WHEN NEED ARISES.					-			I			x	Ţ		
3. CAUTIOUS IN ACTION.	,						· .			$\mathbf{L}_{\mathbf{x}}$				Ę
4. HAS INITIATIVE.							-		<u> </u>	L			x	Щ
S. UNEMOTIONAL.			I	$\equiv 1$]x		· · · · · · · · · · · · · · · · · · ·		
6. ANALYTIC IN HIS THINKING,			\Box						*******	T		x		
7. CONSTANTLY STRIVING FOR NEW . KNOWLEDGE AND LOEAS.											x			
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.			$_{\perp}$					_x_						
P. HAS SENSE OF HUMOR.				\Box		\Box								
O. KNOWS WHEN TO BEEK ADDISTANCE.			\perp I			\Box					x			
I. CALM-											x			
2. CAN GET ALONG WITH PEOPLE.			\perp			\Box		_x_						
3. MEMORY FOR FACTS.													ж	
1. GETS THINGS DONE.						\Box						хI		
A REEPS ORIFHTED TOWARD LONG TERM GOALS.				1.								x		
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SHOWS ORIGINALITY.									Ţ		\mathbf{z}			
ACCEPTS RESPONSIBILITIES.				I	1				Ī		x			
ADMITS HIS ERRORS.					1				-	\perp_z			I	
RESPONDS WELL TO SUPERVISION.								_	x			II		
EVEN DISPOSITION									x]	L		I		$\exists I$
AHLE TO DO HIS JOB WITHOUT			7			1	1	4				-		

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26.	CAR THINK ON HIS FEET.			· 		<u>L</u>				-	<u></u>		x		<u></u>
2 7.	COMES OF BITH SOLUTIONS TO PROBLEMS.				1]	1]		L	J_x			
20.	STIMULATING TO ASSOCIATES: A "SPARK"PLUS".		1						<u> </u>	x				I	
29.	TOUGH WINDED.				I		士	I	$\overline{\mathbf{L}}$		I	x		Ľ	
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21.	CAPABLE.				Ī			Ē	I^{-}		Ι	Ι		Ιx	
	CLEAR THINKING.			T	Ţ.	Ι.		T	T	 	T	T.	x		<u> </u>
	COMPLETES ASSIGNMENTS WITHIN			F	Ī	Ī	1	Π.	T	Ī. —	Ī	x .		Ì	
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	LESS OF OWN FEELINGS.		<u></u>	==	L			<u> </u>	LX					 +	=
39.	THOUGHTFUL OF OTHERS.			==					X						=
40.	WORKS WELL UNDER PRESSURE.				L				Ľ			×		<u>-</u>	=
	DISPLAYS JUDGEMENT.					<u> </u>					_x_			<u></u> _	=
42.	GIVES CREDIT WHERE CREDIT IS DUE.	<u> </u>								<u> </u>					=
43.	MAS ORIVE.	~~~~										×			\exists
44.	IS SECURITY COMSCIOUS.									ļ		x			=
45.	VERSATILE.		,									х.			
46.	HIS CRITICISM IS CONSTRUCTIVE.	,									_x_				
47.	ABLE TO INFLUENCE OTHERS.									7.					
49.	FACILITATES SMOOTH OPERATION OF HIS OFFICE.	1]]			1	x	[
49.	DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.												x		
50.	A GOOD SUPERVISOR.		·						x						

A. WHAT ARE HIS OUTSTANDING STRENGTHS! A brilliant young man, devoted to his work. A superior reporter with outstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable chann and social presence. Speaks very useful Jerman and fluent French.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsing bility. These weaknesses add up to a certain intellectual and social snobbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliance but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, miner the they may be, should regularly be brought

(When	Filled (n)
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WE An exceptionally bright person whose strength or weak greater maturity. Should outgrow his weak	ARNESS OUTBEIGHS ALL OTHER COMMERCIANS.
An exceptionally bright person whose stre	engths outweigh by far his wealth was with
greater maturity, should outgrow his weak	nesses.
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	THE THES. OF YES, WHY? C 26 PM
the state of the s	7/7 35
	Maia
•	MAIL ROOM
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	——————————————————————————————————————
General desk and Headquarters training.	
- 1 m = 1 m	·
F. DTHER COMMENTS (Indicate here general trasta, specifi	
report but which have a bearing on effective utilization	
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SECT	TOR YI
	in the most appropriate box under subsections A.B.C.AD
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Beand upon what he has said, his actions,
person has performed the duties of his job and rate	and any other indications, give your opinion of this
him accordingly.	person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS	I. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN.
INCOMPETENT.	IZATION WILL DEFINITELY LEAVE THE ORGANIZATION
2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE	AT THE FIRST OPPORTUNITY.
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	TION IRKED BY RESTRICTIONS R'GARDS ORGAN-
COMPETENTLY.	IZATION AS A TEMPORARY STOP UNTIL HE CAN GET
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REYEALS SOME AREA OF WEAKHESS.	SOMETHING BETTER.
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	THE ORGANIZATION . BOTHERED BY MINOR FRUSTRA-
EFFECTIVE MANNER.	TIONS. WILL QUIT IF THESE CONTINUE.
RESPONSIBILITIES EXCEPTIONALLY WELL.	FERENT HAS "WALT AND SEE" ATTITUDE WOULD
8. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	B. TENDS TO HAVE FAVORABLE ATTITUDE FOWARD CREANI-
MANNER THAT HE IS FOUNTLED BY FEW OTHER PER- SONS KNOWN TO THE RATER,	ZATION. MAKES ALLOWANCES FOR RESTRICTIONS
IS THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME	IMPOSED BY WORKING FOR ORGANIZATION. THINKS
OTHER AREAT WAS TO THE TES. WHATT	IN TERMS OF A CARFER IN THE ORGANIZATION. 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE
	ORGANIZATION . BARRING AN LINEYPECTED OUTSIDE
	OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CARLER IN THE ORGANIZATION.
ţ s *	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN.
<u>.</u>	IZATION. WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
	WAS AFACE BOL IN THE OXBUSTER TOTAL
and and	,
	, `
3. DIRECTIONS: Considering others of this person's grade	D. DIRECTIONS: Consider everything you know about this
and type of masignment, how would you rate him on	person im making your rating, skill in job duties,
potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS BEACHED THE HIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED. 1 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN	(2, OF DOUBTFUL BUITABILITYLINGULD NOT HAVE AC-
PRESENT CAPCE BEFORE PROMOTION TO A HIGHER	CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
GRADE CAN BE RECOMMENDED. 3. 15 READY TO FAKE ON RESPONSIBILITIES OF THE	3. A DARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW AVERAGE BUT WITH NO WEARNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED THAINING IN	OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS,	4. A TYPICAL EMPLOYEE HE DISPLAYS THE SAME SUITA-
4. WILL PRODUBLY AGJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	BILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
3. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT	9. A FINE EMPLOYEE . HAS SOME OUTSTANDING
HIGHER COADE.	STRENGTHS. 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	REQUIREMENTS OF THE ORGANIZATION.
. MENT,	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR BORK
	IN THE ORGANIZATION.
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CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

1 5 JUL 1955 MEMORANDUM FOR:

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE Harrison G. Reynolds Chairman, CIA Selection Board Career Service Staff Office of Personnel Date: 8 3 3 JAN 1956

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	To or com	ETED BY EMPLOYEE		
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The State of the S	B. CURRENT STATION			
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None	BEB DUNING CUNNERT TOL	141		September 1955
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REFERENCE FOR NEXT ABSIGNMENT: , RESTEE A GRIEF DESCRIPTION OF THAT INDICATED IN JIEM NO. 8.				
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D. PREFERENCE FOR MERT ASSIGNA		6-17-
IN THE BOXES PELOW:		INSERTING NUMBERS 1, 2 AND \$ (far seg. 2nd and 2rd choice
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		essumes to another riscs erelinating
#ITH RESPECT TO A POSSIB	LE REASSISHMENT TO AMOT	HER FIELD STATION, INDICATE YOUR 191. 245 AND BOR CHOICE FOR
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340 CHOICE:		phages a since are epition to a minimization continuous and a since of the control of the contro
10. HOR MUCH LEAVE DO YOU DESIR	BETULEN ASSIGNMENTS?	INDICATE NUMBER OF WORK DAYS 30
-II, INVICATE THE NUMBER AND AGE	OF OLPENDENTS THO BILL	BE TRAVELLING OR MOVING WITH YOU!
· · · · · ·	•	
	None	•
18. SIGNATURE: COMPLETE ITEM NO	. S. I. TRANSMITTAL SHEE	T. TO INDICATE COMPLETION OF ABOVE FORTION OF THIS FORM.
	3.7	PERVISOR AT FIELD STATION
		ORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT PATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT
This Miss	ion concurs strong	ly in Subject's request for assignment in
Washington, Subje	ct is an outstandi	ing young case officer, an excellent career
prospect who we fe	el will advance re	apidly in the organization. He is extremely
intelligent, very	well motivated, an	bitious and determined. Despite Ms
comparative youth,	he is already an	experienced intelligence officer. Careful
attention should b		•
the tageth garage to the con-	Property of	ស្តេកស្ថានស្ត្រី បានប្រជាជាមួយ និងការប្រជាជាមួយ និងការប្រជាជាមួយ ប្រធានបានប្រធានប្រជាជាមួយ ប្រធានប្រធានប្រធានប សមានប្រជាជាមួយ ប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធានប្រធា
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SECTION V

A. WHAT ARE HIS CUTSTANDING STRENGTHS PAGE brain power, ambition, determination, organizational ability, education, area knowledge, hanguage ability, social polso, experience, agressiveness. Writes extremely well, effectively presenting complicated caterial. Deeply interested in his work, auxious to learn more about it. Has unusually thereign grounding is tradecraft. Understands "policy" aspect of operations—relationally with other agencies, ste—to much greater degree than others his grade and experience.

4%, DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.

39. A GOOD SUPERVISON.

en with it; he has great charm when interested in using it, but has had increasing of difficulties in relationships with office staff because of impression he gives of own importance. Tonds to blaze circumstance for personal failure to follow through on assignments effected by personal relations. Mants to be in "inner circle" and tonds to sulk when he feels he is not, or then things do not go entirely to his satisfaction.

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	d in an officer of less Villianding ability.
Only that in the secures these surrayisters only that in the sense that an outstand vision at all times to see that his car	ling smployee should be expedifined good super- ser develops as fully as can be expected.
E. WHAT TRAFFIRS SO TOU RECOMMEND FOR THIS INDIVIDUALS	
Any airanced operations training hich h	e ray not have had.
F. Other comments isolicate here general traits, specific report but which here a bearing on effective utilisa	ic habita or characteristics not govered eleewhere in the tion of this person;
Subject is an outstanding young officer	
	TION VI In the most appropriate box under subsections A.S.C.aD
A. DIRECTIONS: Comeider only the shill with which the	C. DIRECTIONS: Bood upon what he hos soid, his actions,
person has perferned the duties of his job and rate him escendingly,	and any other indications, give your opinion of this person's attitude toward the organization.
1. BGES MOT PERFORM DUTIES APEQUATELY: HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE
8. BARTE ADEQUATE IN PERFERMANCE: ALTROUGH HE HES MAS SUCCIPIC QUIDANCE OR TRAINING, HE OFFED FAILS TO CARRY OUT RESPONSIBILITIES	FIRST OPPORTUNITY. 2. MAS STPONG NEGATIVE ATTITUDE TOWAPD ORGANIZA- TIONIRKED DY RESTRICTIONSFEGARDS AGENCY
COURTENTLY, 3. PEOFSONS MOST OF HIS OUTIES ACCEPTABLY: OCCA-	AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING DETTER.
SIGNAL PEYEALS BOME APEA OF BEARNESS. 4. PROFESSION DUTIES IN A TYPICALLY COMPETENT.	3. TENDS TO MAYE AM UNFAVORABLE ATTITUDE TOWARD THE GRANISATION. NOTHERED BY MINOR PRUSTRY.
B. A FIRE PERFORMANCE, CAPRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY BELL.	THOMS. WILL OUIT IF THESE CONTINUE. 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FORINTMAS "WAIT AND SEE" ATTITUCE. WOULD
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANDER THAT HE IS EQUALLED BY FED OTHER PER-	LEAVE IF SCHEONE OFFIRED HIM SOMETHING BETTER. 3. TENDS TO MAYE FAVORABLE ATTITUDE TOWARD ORGANI-
15 THIS INCLUDED BETTER QUALIFIED FOR WORK IN SCHE	ZATION, WHIES ALLOWINGER FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION, THINKS IN TERMS OF A CAREER IN THE CREAKIZATION.
OTHER AREAS	A. DEFINITELY HAS PAVORABLE ATTITUES TOWARD THE ORGANIZATION., BARRING AN UNEXPECTED GUTSIDE
,	OPPORTURITY, WILL PROBABLY ENGRAVOR TO MAKE A CAREER IN THE ORGANIZATION,
	7. HAD AN ENTHUSIASTIC ATTITUDE TODARD THE ORGAN- IZATION WILL PROBABLY HEYER CONSIDER WORKING ANY PLACE OUT IN THE ORGANIZATION.
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B. DIRECTIONS: Someidering others of this person's grade and type of essignment, how would you rate him on potentiality for essumption of greater responsibilities normally indicated by promotion.	 PIRACTIONS: Consider everything you know about this person in making your reting, skill in job duties, conduct on the job, personal cheracteristics or habits, and special defects or talents.
1. HAS SEASHED THE HIGHERT GRASS LEVEL AT WHICH SATSEFACTORY PERFORMANCE CON BE EXPECTED.	1. OFFINITELY UNSUITABLE - ME SHOULD SE SEPARATED.
2. IE WALLAS PASSALES, DUT SEEDS MORE TIME IN PREFERT SPACE BEFORE PASSATION TO A NICHER	2. OF ODUSTFUL SUSTABILITY PGULD BOT HAVE AC- CEPTED MIM IF I HAD KROWN CHAT I EDOW HOW,
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: 1000 FACES ADJUST QUISTEY TO THE WORE 8. BILL PRIBABLY ADJUST QUISTEY TO THE WORE 8669965951 DUTIES OF THE WERE ALSO BROVE.	4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SAME SUITA- OILLITY AS MOST OF THE PEOPLE; END IN THE ORGANIZATION.
B. IS SEPERTY PERFORMING AT THE LEVEL OF THE MENT	S. A FIRE EMPLOYEE . HAS SOME CHTSTAMDING
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2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forms fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.

3. Subject comes from a service environment and was himself when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.

- h. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.
- 5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

Christian 3.

RATING FACTORS	OBSER- VED	TURY	PAIR	aoon	GOOD	LPNT	DING
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B. INTEREST AND ENTHUSIASM IN WORK							3 /
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D. ABILITY TO GRASP INSTRUCTIONS AND PLANS		3400400000000					
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F. JUDGMENT AND COMMON SENSE				a-freshild-reducid-town		-	_X/_
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE		POWER ALIGNA AND TO TRANSPORT				X.	
H. DISCRETION		************				X:	
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J. ABILITY TO HANDLE AND DIRECT PEOPLE.					-	X.	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						x	
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8 Sept 53

DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REFORF EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HERCOF)

HERESING OFFICER EC

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

A chment to EAVA-1351

KAPOK .

23 September 1953

1. Subject has completed a two-year tour at VOB and after home leave
has returned here for another two years.
2. Subject has a notably orderly mind, unusual intelligence, and a re-
markable interest in his work. He is able to handle a variety of tasks at
one time. Although Subject has had a variety of agent-handling experience,
We believe this will give him the
experience and depth necessary to support his already good theoretical knowledge.
Subject is extremely well disciplined personally. Unfortunately and unrealis-
tically, he sometimes expects other persons to have similar self-discipline.
He also tends in other ways to disregard the human elements ever present in intelligence operations. However, there is no question in my mind but what
additional experience will cure both of these very miner faults.
additional experience will ture both of these very minor fautes.
3. I have every reason to believe that Subject will be ready
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UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED UNLE

FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

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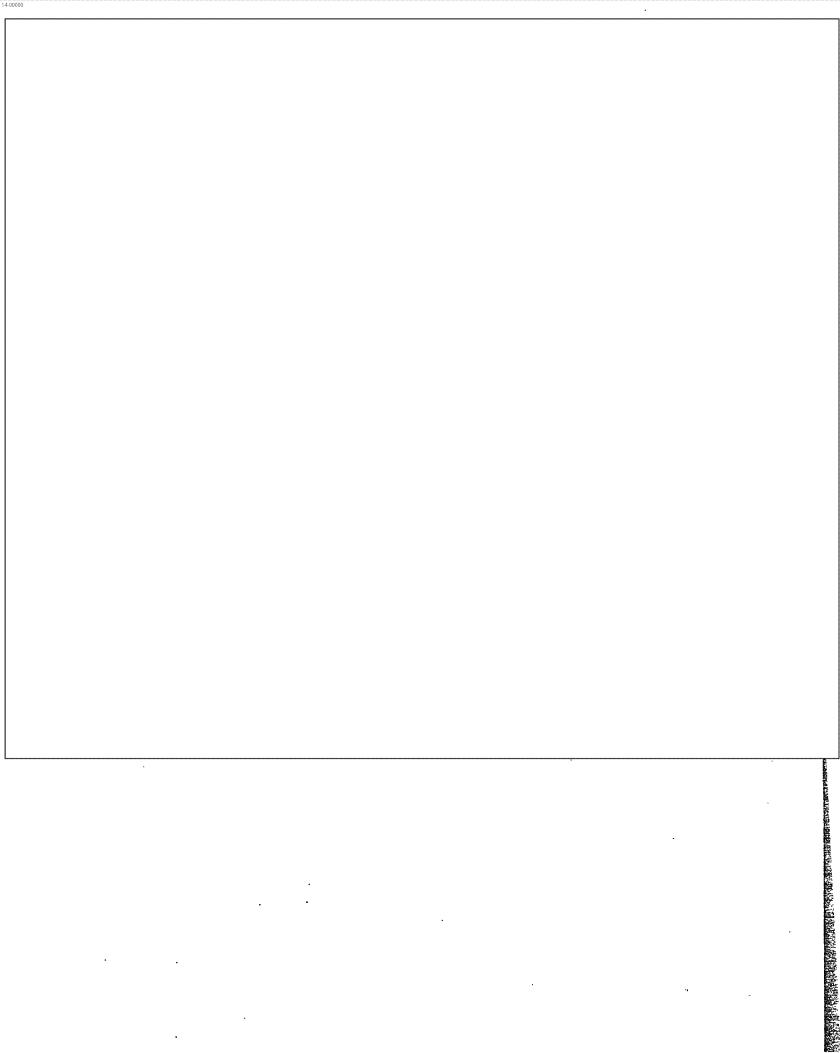
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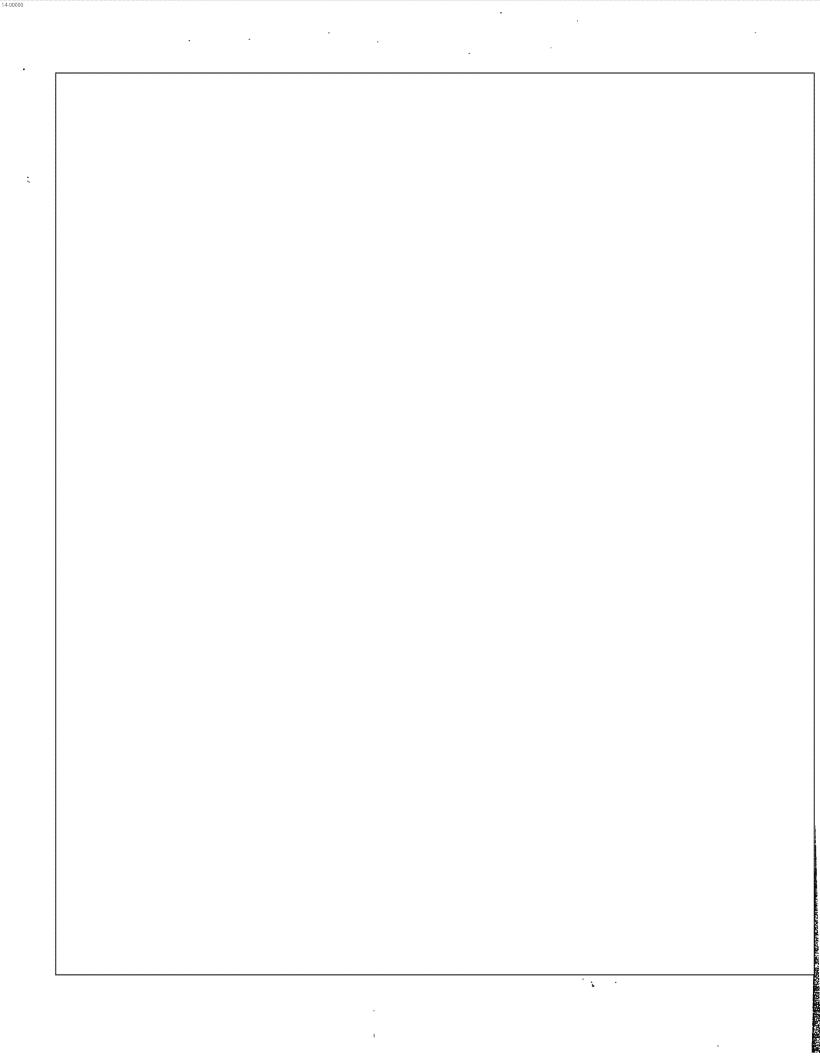
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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

•	FILL IN THE IDENTIFYING INFORMATION	BELOW (please print or type):
4	MAME (last) (first) GLO (mis	ddie) DATE OF RIRTH (month day wear) SOCIAL SECURITY NUMBER
	EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)
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1	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
U	Mark here —	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
	WANT BOTH optional and regular insurance (A)	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
. , .	if you DO NOT WANT OPTIONAL but do want regular insurance	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
•		WAIVER OF LIFE INSURANCE COVERAGE
	Mark here if you WANT NEITHER regular nor optional insurance (C)	I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program 1 understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4	SIGN AND DATE. IF YOU MARKED BOX "A" OR "C",	FOR EMPLOYING OFFICE USE ONLY				
-	COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	(official receiving date stamp)				
	SIGNATURE (do not grint)	DEFICE CONNER				
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ORIGINAL COPY-Retain in Official Personnel Folder

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CONFIDENTIAL (When Filled In)

MEMORANDUM OFUNDERSTAEDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

CONFIDENTIAL

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FORM NO. 1030

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S. W. J.

Standard form 61 (apvard appr. 1, 1916) Promulgated by Civil Bip'//2 Coumission Chapter as federal personnel manual

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APPOINTMENT AFFIDAVITS

IMPORTANT—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

ADVISORY COUNCIL

RASSINGTON, D. C.

- A sissass	do solemnly swear (or affirm) that
A. DATH OF OFFICE	
domestic; that I will bear true faith a	sitution of the United States against all enemics, foreign and allegiance to the same; that I take this obligation freely use of evasion; that I will well and faithfully discharge the to enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVIT	Y AND AFFILIATION
that advocates the overthrow of the Go- unconstitutional means or seeking by fo Constitution of the United States. I d	I do not advocate nor am I a member of any organization vernment of the United States by force or violence or other ree or violence to deny other persons their rights under the o further swear (or affirm) I will not so advocate, nor will n during the period that I am an employee of the Federal
C. AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVERNMENT
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D. AFFIDAVIT AS TO PURCHASE AND SALI	E OF OFFICE
• • • • • • • • • • • • • • • • • • • •	ed to pay, any money or other thing of value to any person,
E. AFFIDAVIT AS TO DECLARATION OF AP	PÓINTEE.
dated 11 May 1950 , 19 which I have reviewed, are true and corre	blication for Federal Employment, Form No. SF-57, filed with the above-named department or agency, et as of this date with the exceptions noted in the Declaration. (If no exceptions, write "None" on the Declaration
•	•
•	•
Subscribed and sworn before me this24	th day of July , A. D. 1950,
at Washington,	D. C.
(City)	
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NOTE.—If the oath is taken before a Notar be shown.	ry Public the date of expiration of his commission should secure.

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersynation is a criminal offense and will be prosecuted accordingly.

(B) PLACE OF BIRTH (city of	10##	end St	ate or country)	•		
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INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing entitleste is made about determine to use one satisfaction that this appointment would be in conformance with the Cord Service Act, applicable Cord Service Rules and Engilations and arts of Congresses operating to spoontiment.

Thes form should be checked for holding of office, pension, suitability to connection with any record of recent discharge or arrest, and perfectivity for the following:

(1) Identify of appointee.—The appointer's signature and handwriting fact to no compared with the application and/or course perform popular approximate may be checked against the metical ornificate. The appearance may also be questioned on his personal history for agreement with his previous extrement.

(2) Age — If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for episontment. Used such determination is made, the appearance or noy not be consummated.

(3) Citasonally, The appointing officer is responsible for observing the citasonally provisions of (1) the Civil Service Rules, and (1) appropriation acts. Foun of constitutes on adiabatic for both purposer and is acceptable proof of citasonal patients in the absence of conflicting evidence. In doubtful cases the appointment should not be rensummated until electronic has been secured from the certifing office of the Civil Service Commission.

(4) Members of Familz.—Section 9 of the Givil Service Act provides the whenever there are already two or more members of a family serving undeprehational or permanent appointment in the competitive service, no other security of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteral preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the first "I Service Commission for decision.

g. s. corss result resulting SPINS 19-55160-

CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date 24 July 1950

Dear		1 MENT 19
sente	l. This is to notify d by the Central Intel tive. 24 July 1950.	you that the United States Covernment as repreligence Agency, has accepted your employment
•	Position: In	telligence Officer GS-9
	Base Salary: GS	3-9,, \$4600.00 per annum
	2. You will be:	
	Service Commission rul	nual and sick leave in accordance with Civil es and regulations, or such other provisions as may be established in lieu thereof.
]		travel expenses in accordance with CIA Regual Covernment Travel Regulations, as amended.
. n		itside continental United States, granted such are prescribed by CIA Regulations.
traini for a either you vi	ng courses prescribed total period of six metraining or performan	tioned upon satisfactory completion of the by CIA and satisfactory performance of duty onths from date of employment. In the event ace of duty is deemed unsatisfactory by CIA, opes of employment if available, or your em-
quired will b	and funds are availab	for such time as your services may be re- le for the work of CIA. Notice of termination are similar to that provided by Civil Service
c.	• •	
		Official authorized to sign letters of appointment
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Form Mo. 51-105 June 1948

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	7.	LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (DO NOT Submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND THE OF WHITING (You fiction, scientific articles, general interest sub- jects novels, short stories, etc.) And published
		International Protection of National Minorities, 1950 (book written/as doctoral dissertation)
ı	a .	INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHIR OR HUT THEY ARE PATENTED
I		None.
	₽.	LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
		None.
	10	LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A Member. List academic honors you have received.
l	_	None.
•		SECTION AT ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE 1. INCLUSIVE DATES (From- and Fo-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
ŀ		July 1950-June 1951 GS-9 Advisory Council and FDM German and Austrian
- [-	4. NO. OF EMPLOYEES UNDER YOUR DIRECT' 5. OFFICIAL POSITION TITLE
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ŀ	-	1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
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SECTION XII NUMBER OF CHILDREN (Includiand adapted children) and a under al years of age, and supporting.	nd alopchildron	/ 1	NUMBER OF PRIPRIE B BNO DEPTHO THEIR SUPP	CTHEN DEPENDENT SUPPRINTE, 31 ON YOU FOR AT ONT, ON, CHILD	MEN OVER 21 VEARS 📗	(
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t. SME (Last-First-Widdle)		(7-24)			2 DATE. OF DIRTH (25-30)
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ar e erimiech. (24 + 25)		4. TODAY'S DATE	124	391	3
		JUNE	17	1957	I MAVE NO PROFICIENCY IN ANY POREIGN LANGUAGE
	· .	PART II-LANGUAG	E DEDE	1 73 .	
SECTION A.	namentalista (h. 1906). -	Pending :	(40)		*
t can read texts of any di to only rarely.	FFICULTÝ, Ó	P A GENERAL HATUR	OR IN	FIELDS I AM	FAMILIAR WITH, USING THE DICTIONARY
R. A CAN READ TERTS OF MOST- G	RADES OF DI	FFICULTY, OF A GEN	ICRAL VA	TURE OR IN F	IELOS I AM FAMILIAN WITH, USING THE
4. PREQUENTLY;	E DIFFICULT	y (newspapers, ref	erence s	esterials. e	EC.). USING THE DICTIONARY
4. I CAN READ SIMPLE TEXTS, SI	ICH AS STAF	ET BIGNS, NEWSPAPE	A HEADL	INTS. ETC.,	USING THE DICTIONARY PREQUENTLY.
S- I HAVE NO READING ADILITY I	IN THE LANG	UAGE.			· ·
SECTION B.		Writing (41)		
	EXPOSITOR'	34 HTIW JAIRBTAM Y			THOUT USING THE DICTIONARY. I CAN ITH VERY FEW GRAMMATICAL FRHORS, IN
	IL NARRATIVI	E AND EXPOSITORY M	ATERIAL	WITH REASON	CESS. USING THE DICTIONARY ONLY ABLE CLARITY, BITH FEW CRAMMATICAL IONALLY.
					OUCCESS IN CONVEYING MY MEANING. ARD STYLE, USING THE DICTIONARY
					UCCESS IN CONVENING MY MEANING. IG THE DICTIONARY EREQUENTLY,
5. I CANNOT WRITE IN THE LANGU	AGE.		,		٠,
SCTION C.		Pronunciation	n (42)		
1. NY PRONUNCIATION IS NATIVE.	*				<u> </u>
2. THILE NATIVES CAN DETECT AN	ACCENT IN	MY PROMUNCIATION T		Na Difficu	LTY UNDERSTANGING WE.
3. WY PROMUNCIATION IS OBVIOUS	Y FOREIGN.	BUT OHLY MARELY C	*02F2 D1	IFFICULTY FO	PEHATIVES TO UNDERSTAND.
4) WY PROMUNCIATION IS OCCASION	ALLY DIFFE	CULT FOR NATIVES F	ያም ፤ ግፉር. ብ	TAND.	7
5- 1 HAVE NO SKILL IN PRONUNCES	ATION.				
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		PART II-LAMGUA	ec crove	179			,	
SECTION A.		Realing			uruakuuntukuun un un un un un un un un un un un un			
ONLY BARELY.	DIFFICULTY, Ò	/ A ÖFMERAL WATER	T OR IN	FIELDS I AM	PAMILIAR WI	TH. USING	THE DICT	13481
Z. I CAN READ TEXTS OF MOST	^							
3. FREQUENTLY.		(Rewspapers, te	ference s	entegiale, e	re.), USING	THE CICT	OHARY "	
4. I CAN READ SIMPLE TEXTS,	BUCH AS STREE	T SIGNS, NERSPAP	PR MEADLE	NES. ETC.,	USING THE DI	CTICHABY	191001916	,
5. I HAVE NO READING ABILITY	IN THE LANG.	AGE.			•		•	
SECTION B.		Writing	(41)					
I CAN WRITE PERSONAL LET! WRITE FACTUAL NARRATIVE A MATINE STYLE, USING THE D	HO EXPOSITOR	MATERIAL BITH #						
2. I CAN GRITE PERSONAL LETT RARELY. I CAN WRITE FACT ERRORS. BUT IN A STYLE WH	UAL NARGATIVE	AND EXPOSITORY	4418144	WITH HEASON	BLF CLARITY			
I CAN WRITE PERSONAL LETT: 3- BUT WITH OCCASIONAL MINOR OCCASIONALLY.								
4. I CAN WRITE PERSONAL LETT: BUT WITH MANY GRAMMATICAL	IRS AND TIMEL ERRORS 445 L	AS SIMPLE MATERIAL N. A. VERY FOREIGN,	48X #48D	REASONABLE 5 STYLE. USIN	UCCESS IN CO G INE DICTIO	ONVEYENS N ONARY FREE	outativ.	۶,
5. I CANNOT WHITE IN THE LAND	SUAGE,				' «			
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3.) MT PROMUNCIATION IS GOVIOU	SLY FOREIGH,				R HATIYES TO	0.0024574	×>.	
4. WY PROMUNCIATION IS OCCASI	ONALLY DIFFIC	ULT FOR NATIVES	יני טאמבי.	TANO.				
5. I have no sale in Pronunc	LATION							
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	CONTINUATION OF PART II LANGUAGE ELEMENTS	
SECTION D.	Speaking (43)	
1. I SPEAK PLUFI IN ALL PIPLO	RTLY AND ACCUMATELY IN ALL CRACTICAL AND QUCIAL STRUKTIONS: I CONVERSE PREELY AND INTERNATICALL I BITH BHICH I AM FAMILIAN.	L ¥
2. 3 SPEAR FLUED WITH WHICH I	ITLY AND ACCUPATELY IN DIAMLY ALL PRACTICAL AND SOCIAL SITUATIONS: 8 CAN CONTERSE IN MOST FIEL AN FAMILIAN AND 1 EMPLOY SOME POPULAR SATINGS, LITERARY QUOTATIONS, AND COMMON PROVERDS.	763
3. I GFT ALONG - QU	ITE BELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT BOUTINE BUSINESS IN FARTICULAR FI	ELD
4. I MANAGE TO G	ET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.	-
5. I HAVE NO ADI	LITY TO USE THE LAMBUAGE IN ANY OF THE ABOVE RESPECTS.	
SECTION E.	Understanding (44)	
	NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-PACE AND ON THE TELEPHONE: I UNDERST HING I HEAR ON THE PADIG AND AT THE MOVIES, PLAYS, AND LECTURES.	î An C
	NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I ST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING WIST JORES AN	*0
3. I UNDERSTAND 3. PHONE: I UNDE	REARLY ALL CONVENTATION ON TOPICS OF DAILY LIFE AND TRAVEL. BOTH FACE-TO-FACE AND ON THE TELE RSTAND MUCH OF BHAT F HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.	
	THE SIMPLEST CONVERSATION. BOIN FACE-FO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF WHAT RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	
E. I AM NOT ABLE	TO UNDERSTAND THE SPOREN LANGUAGE.	
BEFORE (ONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.	
	PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
() I HAVE HAD EXP	CRICHCE AS A TRANSLATOR.	
2. I HAYE HAD EXP	ERIENCE AS AN INTEMPRETER,	-
3. DOTH OF THE AD	OVE STATEMENTS APPLY,	
A. NONE OF THE AD	OVĘ STATEMENTS APPLY.	
	PART IV-CERTIFICATION	
THIS CERTIFICATION HEGULATION NÓ. 25- BECOME ELIGIBLE FO	AT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCUPATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. I CONSTITUTES MY PPPLICATION FOR A MAINTEMANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF TIS, PAR. IC(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LARGINGE PROFICERING TEST BEFORE OR AN AWARD, AND THAT IMPRISED OF THE DATE OF TESTING. ANNUAL MAINTEMANCE AWARDS WILL BE HE ANNIVERSARY GATE OF COMPLETING THIS FORM.	
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	PART 1-GCREPAL
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3. LANGUAUE (21-33)	JUNE 17 1957 I MANE BO PROFISIENCY
	PART II-LAUGUAGE ELDIENTS
SECTION A.	Reading (40)
1. ONLY RARELY.	LTV, OF A GENERAL NATURE OR IN FIFLOS I AM FAMILIAN NITW, USING THE DIGTIDUARY
2. I CAN READ TEXTS OF MOST GRADES	OF DIFFICULTY, OR A GENERAL NATIONE OR IN FIELDS I AM FAMILIAP WITH, WEING THE
3. FREQUENTLY.	FIGULTY (nonspapers, reference materials, etc.), using the dictrogram
4. I CAN BEAD SIMPLE TEXTS. SUCH AS	S DINEET SIGNS, NEWSPAPER MEADLINES, ETC USING THE DICTIONARY FORWENTLY,
5. I HAVE NO READING ABILITY IN THE	[LANGUAGE,
SECTION B.	Writing (41)
	D SIMILAR MATERIAL #15m COMPLETE SCCESS WITHOUT USING THE DISTINGERY. I CAM Distory material with plassmasle clarity, with very few communical exasps, in ABY CHLY RARILY.
[2.] MARKLY. I CAN PRITE FACTUAL WAR	D GIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY COLF PRATIVE AND EXPOSITORY MATERIAL WITH PLASONABLE CLARITY, WITH FEW SAMMATICAL 4 GCT OF NATIVE, USING THE DICTIONARY OCCASIONALLY.
1 CAN WRITE PERSONAL LETTERS AND 3. BUT WITH OCCASIONAL MINOR GRAMMA OCCASIONALLY.	SIMILAR SIMPLE MATERIAL, WITH STAGGMARLE SUCCESS IN CONVEYING OF MEANING, TICAL ERRORS AND IN ORVIOUSLY POREIGN. ARKSAND STYLE, LEING THE SICTIODARY
	SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONTENTING OF GRADIUS, AND IN A VERY FOREIGN, ARREARS STYLL USING THE DISTROAMY FACTURES.
5. 1 CANNOT WRITE IN THE LANGUAGE.	
SECTION C.	Pronunciation (42)
MY PRONUNCIATION, IS NATIVE	
2. WHILE NATIVES CAN DETECT AN ACCES	NT IN MY PROMUNCIATION THEY HAVE BO GEFFICULTY UNDERSTANSING ME.
3. BY PRONUNCIATION IS OBVIOUSLY FOR	BEIGN. BUT CALLY BAPELY CAUSES BIFFICULTY FOR MATIVES TO CODERSTANC.
4. MY PROMUNCIALIST IS OCCASIONALLY	DIFFICULT FOR NATIVES TO USDESS'AND.
5. I HAVE NO SKILL IN PRONUNCIATION.	
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	there of agencies to give you full re- uers of agencies to give you full re- Use a separate block for each you and work hock, explaining clearly intendiquer than 15 years ago which as one applying may be summerhed in changed thaterially while working to the to describe such position. You			er employed in the againer employed in any for this application was, the name used. Here's been employed a provided below for "	cuition un Legive ur	estir a net oler "Des	ne different : Kriptins of	yen Yen
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name department, bureau or establishment, and	arriston)	tuwintasınıa .	of looks, etc.)		
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SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT City and 8	late	. DATE	11 May 1	150
Witness				<u></u>

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

DATE OF REVOCATION

EJR. ICT: NOTI ICATION OF GRANTING CR I'F REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (HR 90-4).

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(1) DATE OF

1. AN ENTRY IN ITEM (3) DENOTES THAT THE ABOVE NAMED INDIVIDUAL HAS BEEN GRANTED A STAFF CRYPTO-GRAPHIC CLEARANCE. AN ENTRY IN IS A (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOCATION, IS EFFECTIVE AS OF THE MONTH AND VEAR IMPRINTED—APOVE, SUBJECT HAS BEEN BEEN D. DEBNIEFED, AS APPROPRIATE, CONCERNING, CRYPTOGRAPHIC AND HAS BIONED A BRITEFING-DEBRIFTING, STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION, UPON REVOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE PUBLIFIED CUSTODY OF, ACCESS TO, OR OTHER WISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN GROER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNITATION'S SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

DISTRIBUTION:
1-EMPLOYEET COMPONENT
1-OFFICE OF PERSONNEL

CHIEF, DOCTRINES BRANCH, OC-S

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CONFIDENTIAL

Office Memorandum • United States Government

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CASE 8/23 CONFIDENTIAL

SECURITY APPRIVAL

To	:	Personnel Officer		Date:	29 Augui	3 t 194
From	: (Chief of Inspection and Security				
Subject	::			L	-ī ;	-
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and the state of t	th wh	ovisional clearance for full duty e provisions of paragraph 4, Admin ich provides for a temporary appoi etion of full security investigati	istrativ ntment p	e Instruc	tion 10-2	2,
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FORM NJ. 10.101

RECORD OF PREVIOUS GOVERNMENT SERVICE RETURNED TO FEDERAL RECORDS CENTER IN ST. LOUIS, MO.

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- 1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
- 2. Attached hereto are the required copies of the Personal History Statement.
- 3. Please notify this office in writing upon completion of the security investigation.

Chief, Personnel Branch

Attachments: 2 Forms 38-1

Sep 1948

21: Fay 1951 lergorgel Mirector, CIA ATT 21 100 PIK . FROI's SUDJI.CT: 1. It is recreated that permission of procured from the Karine Corps and the delective dervice for subject to leave the country on a two-year assignment with this Agency in a transfer. 2. Pelow is the information on subjection unit: Selective Service: Roards Classification: Delective Cervice Number:私以 Forme Middless: l'arine Deserve: Rank and Jerist Hungary Tiret Bleutemant - 31,7506 11th Parine Gorph Accerye District Farine Reserve 📆 3. Subject the bean to Agency since 2h July 1950 and is unusually usli classified for a gillingence work in Austria. If the above permissions are granted subject will be sent invediately to his assignment. i.Lih T. Cunnischar Acting Chief, FOF armouria. For the Assista Special Coerations

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FROM FÜÜ SUBJECT:

mas employed by this Agency on 24 July 1/150 as a Research thalyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will, complete the Advanced Operations course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as in Intelligence Officer in Germany, and the papers are my in requesting his transfer to FDM for that purpose.

work in the Training Quirsos has shown him to be unusually well qualified for intellighted work in Germany and that men of his caliber and backs and are still backy needed by the German Station if this greatest can be arranged he will be sent to Germany and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Salary and Sala

> Richard Helms Chief, FDM

Attachment

APPROVED

### SECURITY INFORMATION

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FROM: Office of the Personnel I	Director
2. Should the subject resi	an or otherwise he sonaroted from CTA
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For the Use of TD(C) or FD(O)	Acting Personnel Director
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For the Use of PD(C) or FD(O)	Acting Personnel Director  notified on that

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SECURITY DIFORMATION

NEMOKANDUM FOR THE FI	LE OF L	
FROM: Office of the	Personnel Director	
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should he resign or be office immediately in	othervise separated from	n CIA, please notify t may be cancelled.
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	Acting Person	nel Director
For the Use of PD(C) o	r PD(O)	
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